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THE TIMES

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'No chance' of Gatt deal this year

EC sabotages attempt to free world's trade

FROM GEORGE BROCK IN BRUSSELS

THE most ambitious plan to haul the world economy out of recession is now dead.

The European Community's flat rejection of a drastic cut in farm subsidies has convinced international negotiators that this year's round of talks to liberalise world trade are at an end.

While officials may still go through the motions of talking until mid-April, the EC's behaviour over the past few days means no progress is expected. The end of the present talks leaves the Uruguay Round of negotiations in limbo, since none of the 108 governments involved wants to declare the trade negotiations officially over.

The talks were opened in Uruguay in September 1986. Officials at the General Agreement on Tariffs and Trade (GATT) in Geneva will today receive a 400-page set of statistical calculations from the Community. But the document, which replies to suggestions for farm support compromises made by Ar-

thur Dunkel, Gatt's director-general, contains no new details on agricultural exports. Europe and America have been at loggerheads over the issue for more than a year and the EC's latest uncompromising message to Gatt dashes hopes of an agreement this spring.

"I don't see how there can possibly be any deal this year," one diplomat said yesterday, and an EC official said that the tone of Monday's meeting of trade and agriculture ministers had been pessimistic. "They were arguing about changes in statistical tables to send to Geneva which everybody already has anyway. It was shadow-boxing about things that don't mean anything."

"Most governments think that the Americans aren't really negotiating because of the presidential election," the official said. "This is really a 1993 question now."

The French government has adopted a particularly tough line over Gatt. French ministers suggested on Monday that parts of the Community's reply to Geneva should be deleted because the EC should not enter into theoretical calculations about cutting subsidised exports in line with Mr Dunkel's proposals.

Seven of the 12 member states supported the French's headline approach and only Britain and The Netherlands argued that the Commission should be given a free hand in its reply to Gatt. Germany and Portugal adopted a neutral stance on the issue.

Roland Dumas, the French foreign minister, disowned the Commission's reply to Gatt yesterday, noting that a council of national ministers would be the "final arbiter" of any deal. The French government, which faces heavy losses in regional elections later this month, has for the time being extricated itself from its previous lonely isolation on farm reform.

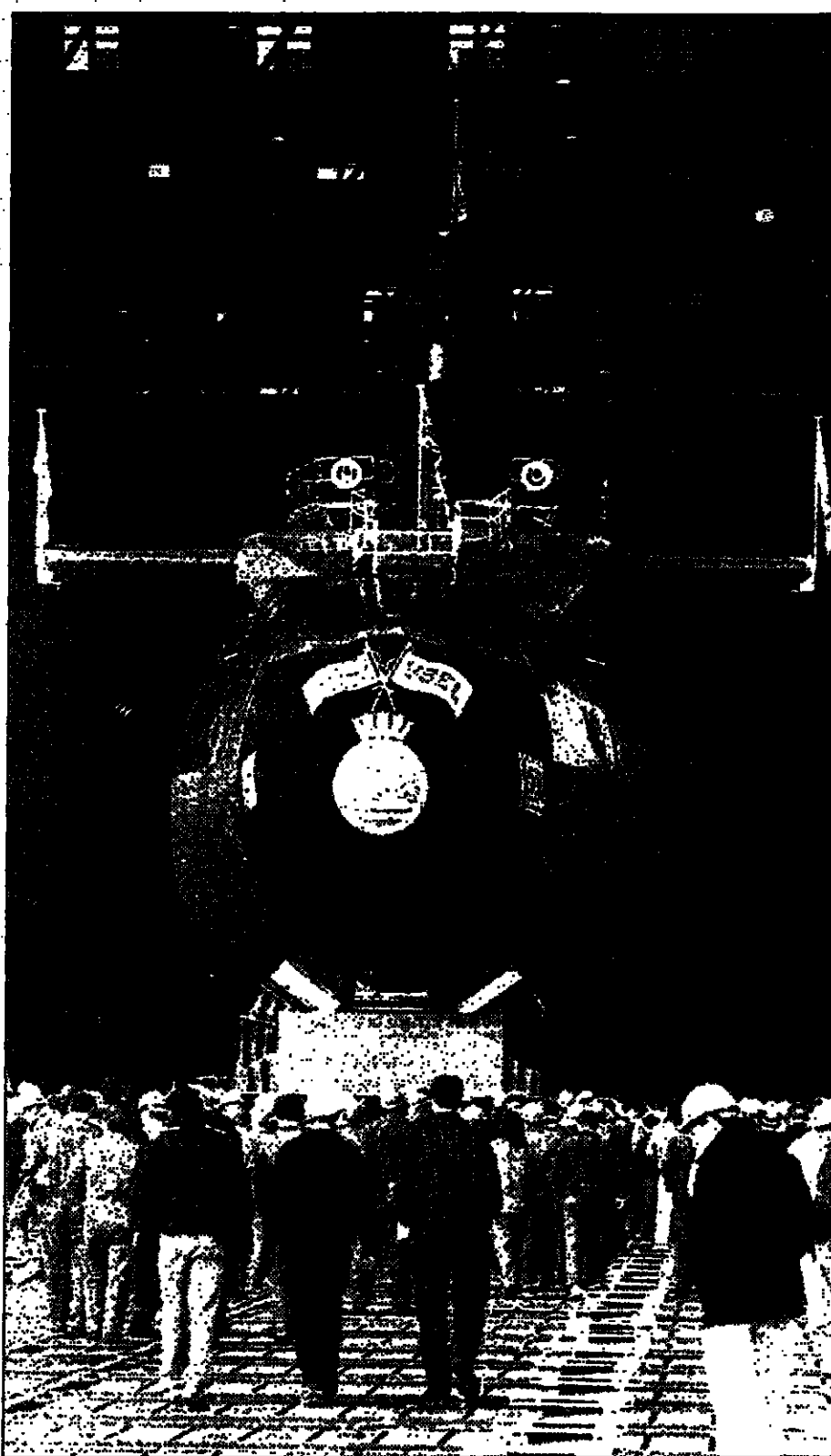
A spokesman for Helmut Kohl, the German chancellor, said the Bonn government would continue to leave the French position unopposed. Any outright opposition by Germany to France's approach could threaten the Franco-German axis, which ministers from the Free Democrats, the German government's minority party, have been trying to undermine.

Governments and Gatt officials will, however, be able to point to technical work on a possible agreement. But if no further progress is made by mid-April, the EC governments are likely to decide to resume the search for a solution next year, after the American presidential election.

Neither Europe nor America is well placed to conclude a complex agreement on freeing restrictions on farm goods and services, although such a deal would provide a badly-needed stimulus to the world economy. President Bush, weakened by a poor showing in the state primary elections, is unlikely to compromise on anything that would upset American businessmen and farmers.

Even if the Community had been able to agree a common line in the talks, several large gaps would still remain between the European and American positions. Mr Bush and Herr Kohl will discuss the Gatt talks when they meet later this month, but diplomats said that the meeting was unlikely to produce a breakthrough.

The Food and Drink Federation said that 30,000 British jobs are at risk as £2,000 million of food and drink exports could be snatched by foreign rivals unless a satisfactory world trade deal is agreed. It also said a chance to break out of the recession with a "surge" in global trade is also at stake.



Giant of the deep: HMS Vanguard, the first Trident ballistic missile submarine, making its debut yesterday at Barrow-in-Furness. Sub breaks cover, page 2

Tories leak poll boost for Labour

BY PHILIP WEBSTER AND NICHOLAS WOOD

A NEW opinion poll is said to give Labour a five-point lead in marginal seats, with a swing that would put Neil Kinnock within ten seats of an overall majority.

The figures have been leaked by the Conservatives, who have questioned NOP's methodology for its survey, to be published tomorrow in the *Local Government Chronicle* and the *BBC2 Public Eye* programme. The Tories said the poll of 50 marginals gave Labour 43 per cent and the Conservatives on 38 per cent.

Those figures were neither confirmed nor denied by NOP or the journal. If accurate and if repeated across the country, they would mean that Labour would be ten seats short of outright victory in the election, and the largest party in a hung parliament.

In the present jittery mood at Westminster, the Tory move was a clear attempt to discredit the survey in advance and to prevent what ministers believe would be an unwarranted slide in Conservative morale in the last.

Continued on page 18, col 2

Hope fades after Turkish pit blast

FROM ANDREW FINKEL IN KOZLU

A GAS explosion in a coal mine in northern Turkey killed at least 87 miners, injured another 51 and left about 200 others trapped with little hope of survival, officials said yesterday.

Heavy accumulations of gas and smoke from a fire ignited by the blast kept res-

cue teams from reaching the site of Tuesday's explosion 1,848 ft beneath the surface, television reported.

"Be safe! They're waiting for you at home" reads the sign at the entrance to Kozlu State Mining Works, scene of Turkey's worst pit accident in recent times.

The build-up of methane occurred in less than 20 seconds according to Ozer Oler, the mine's general manager. The two explosions on Tuesday night happened when the volume of dangerous gas was just under the figure which would have set off the mine's new warning system.



A few of the injured have been taken to Ankara for plastic surgery. Most of the deaths resulted not from the blast itself but from asphyxiation by the carbon monoxide that then formed.

Yesterday, one ventilation shaft continued to billow smoke from fires burning some 1,500 ft underground, bathing Kozlu in a thick toxic mist. The intense heat frustrated the search for those still missing, Avni Ozakar, a mining engineer returning to the surface, said: "It would be a miracle if anyone is still alive down there."

Before Tuesday night there had been 405 deaths in Turkey's mines since 1980. In any one year there are between 7,000 and 8,000 injuries, Semsi Denizler, leader of the miners' union, said.

The Kozlu mine had been regarded as one of the safest and most modern in an industry which suffers from antiquated equipment.

Missing persons system failing

The case of Bill Dunne, who suddenly contacted his family after disappearing years ago, has highlighted the problems of tracing missing persons, now overwhelming the police, Stewart Tandler reports

Scotland Yard's missing persons index is so inaccurate it should be restarted from scratch with a check on every name still listed as missing, according to an internal report submitted by detectives.

The report, sent to senior officers at the Yard in the past month, found that only five out of a sample of 99 boys and teenagers listed had in fact vanished. Forty-five, some of them listed as missing for up to ten years, had since been arrested, come to police notice or were in custody without anyone having updated the index.

The report was drawn up after detectives taking part in investigations into a paedophile ring began work last year to identify a group of possible victims missing since 1982. They turned to the index, which is the nearest thing to a national police collection of details of missing persons kept in Britain, although it is strictly intended for use only within the London area.

Apart from the Metropolitan, other forces send down details because London is often the destination for runaway youngsters. The index also takes details of missing persons from abroad supplied by Interpol.

Although the index, run by its own bureau, and the criminal records office are in the same department at the Yard, the report said that nobody had tried to match the workings of the two sets of records. Local police stations sent in details of missing persons expecting someone at the Yard to take up the investigation. Within the Yard officers thought the local stations would keep them informed of developments.

In one case a boy listed had in fact been found dead the day after he was reported missing but he was still featured on the Yard index. The detectives found that another missing teenager had in fact fallen from a Channel ferry and drowned. The detectives

Continued on page 18, col 4

Father calls, page 4

TODAY IN
THE TIMES

CAN CAREY
COPE?



The Archbishop of Canterbury, hurt by criticism, must still prove himself a leader Page 14

PARITY OR
PITANCE



By Madonna's standards, British executives think they earn peanuts Life & Times Page 17

SACKING NOT
KID'S STUFF



Lilianne Preisler, a tribunal decided, was driven out of her £150,000-a-year job in a power struggle which had nothing to do with her baby Page 3

Pioneering Pretoria

The government, the ANC and 17 other parties in the Convention for a Democratic South Africa, have agreed to form an interim, multiracial cabinet pending the adoption of a new constitution. Ministers are to be appointed by consensus rather than by the president. Page 10

BA pay cuts

More than 1,000 British Airways staff in Birmingham, Manchester and Scotland will accept substantial pay and allowances cuts which will save more than £8 million, some 25 per cent of the airline's salary bill. Page 18

Rail handouts

Rail passengers inconvenienced by delays or cancellations can claim season-ticket discounts, vouchers or cash refunds under the passengers' charter to be in place by next January. Page 2

Unity call

The White House, weighing further primary rebuffs to President Bush in Georgia and Colorado, has appealed for Republican party unity. Page 11

Arts attack

Lord Palumbo, the chairman of the Arts Council, joining an attack on the arts minister, Tim Renton, says in a letter to *The Times* today that the Arts Council is "a countervailing force" to government decision-making. Page 15

Cup rumpus

India beat Pakistan by 43 runs in their first World Cup meeting, which involved Kiran More, the Indian wicketkeeper, and Javed Miandad, the Pakistani batsman, in a verbal clash. Page 30

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Union merger brings concentrated power

BY ROSS TIEMAN, INDUSTRIAL CORRESPONDENT

MEMBERS of the AEU engineering union and the EETPU electrical union have approved plans for a merger, paving the way for a new era in industrial relations and an historic reconciliation within the labour movement.

The new million-strong Amalgamated Engineering and Electrical Union, will push single-union bargaining to the front of the industrial agenda. The merger will also bring to British industrial relations the sort of concentrated bargaining power and ability to deliver results that has hitherto been enjoyed only by huge continental unions such as IG Metall, the German engineering union.

Bill Jordan, president designate of the new union, pledged to "change the face of British trade unionism and forge a new kind of partner-

ship with employers". In doing so, he flagged his determination to complete more single union deals with any employer prepared to sign up.

Establishment of the AEEU will shift the balance of power within the Trades Union Congress to the right. It marks the end of a schism that at one time seemed likely to lead to the setting up of a right wing alternative to the TUC.

The EETPU was expelled from the TUC in July 1988 for "poaching" members from rivals after signing two single-union agreements. Under merger terms, approved yesterday, union members will be asked to vote again within 12 months on affiliation to the TUC. The

Continued on page 18, col 5

Leading article, page 15

Angler casting for cash is caught by ban

BY MICHAEL HORSNELL

IT wasn't the one that got away that led John Watson into bother — it was the one that seemed to keep coming back.

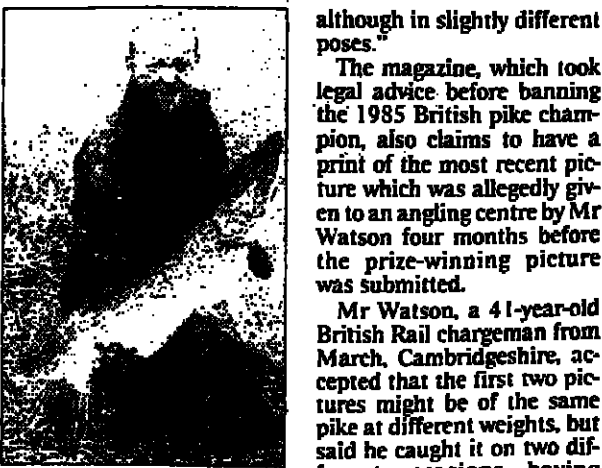
Mr Watson has been accused of submitting pictures of the same fish three times in two years to *Angling Times*, the bible of the hook and line fraternity, as separate entries for a weekly prize. Mr Watson, the only angler to have held five top ten places in the British pike championships, has now been banned from that competition. He denies cheating, but says he may have caught the same fish more than once.

The three riverbank photographs showing him with his quarry were published in March and September,



Double take: John Watson, above, with the 29lb 3oz pike he caught in March 1990. His picture of a 31lb 11oz fish on the right, was submitted to *Angling Times* last month

1990, and in the February 19 issue this year as fine examples of his piscatorial skills for the big-catch Brennan Cup competition. But a reader noticed remarkable similarities between the pike in



pike fishing championships in November. Mr Higginbottom said: "Careful inspection of our files leaves us in no doubt that the photographs portray the same fish taken at the same time,

although in slightly different poses."

The magazine, which took legal advice before banning the 1985 British pike champion, also claims to have a print of the most recent picture which was allegedly given to an angling centre by Mr Watson four months before the prize-winning picture was submitted.

Mr Watson, a 41-year-old British Rail chagman from March, Cambridgeshire, accepted that the first two pictures might be of the same pike at different weights, but said he caught it on two different occasions, having thrown it back the first time. The third picture was of a different fish. He added: "If I was cheating why do people still keep coming to me to ask me to organise their pike matches?"

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Passenger's charter launched

Compensation scheme will cost BR up to £15m a year

By MICHAEL DYNES, TRANSPORT CORRESPONDENT

BRITISH Rail passengers who are delayed or face cancellations will be entitled to claim season ticket discounts, travel vouchers or cash refunds, under the terms of the long-awaited passenger's charter, unveiled yesterday.

The new scheme, which is expected to cost BR up to £15 million a year, will be phased in between May and January next year. Compensation will, however, be lowest on those routes where services are the least reliable, and will not cover events beyond BR's control, such as security alerts and vandalism.

All InterCity, Network SouthEast and Regional Railway season-ticket holders will be entitled to a 5 per cent discount on their next season ticket if the punctuality of

their service has been 3 per cent below target or if reliability has been 1 per cent below target over a 12-month period. Passengers will be entitled to a 10 per cent discount if both targets are missed.

Season-ticket discounts will be available on InterCity services where less than 90 per cent of trains fail to arrive within ten minutes of their scheduled time, or if more than 1 per cent of InterCity services are cancelled.

Discounts will be available in the regions where less than 90 per cent of long-distance trains fail to arrive within ten minutes of their scheduled time, less than 90 per cent of short-distance trains fail to arrive within five minutes of their scheduled time or if more than 1 per cent of rail

services are cancelled, passenger's charter has set different performance standards for the 15 routes on Network SouthEast, which vary from 90 per cent of trains arriving within five minutes of their scheduled time on modernised routes like the Great Northern line, to only 80 per cent arriving within five minutes on the antiquated London, Tilbury and Southend line.

In contrast to InterCity and Regional Railways, Network SouthEast passengers will be entitled to compensation only if their trains are late or cancelled during peak periods.

Non-season ticket holders will receive travel vouchers worth 20 per cent or more of the price of their ticket if trains are delayed more than

one hour, while full cash refunds will be available to passengers who decide not to travel after being subject to a train delay or cancellation, providing passengers return their tickets at the time.

The passenger's charter excludes the seven regional passenger transport authorities in the West Midlands, West Yorkshire, South Yorkshire, Strathclyde, Greater Manchester, Tyne and Wear, and Merseyside.

Sir Bob Reid, the BR chairman, said: "Faced with the choice of compensation for delays and cancellations, or a better standard of service all year round, there is no doubt that passengers would opt for better service. Our objective is to give them that better service," he said.

BR officials dismissed allegations that the punctuality and reliability targets had been set too low, and insisted that had the passenger's charter been introduced last year, commuters using Kent Link, Kent Coast, South London and Chiltern line services would have been entitled to compensation.

Malcolm Rifkind, the transport secretary, welcomed the initiative as "an important step forward" in raising standards. "For the first time, BR will be committing itself to giving automatic discounts if it fails by more than a small margin to meet the standards set," he said.

John Prescott, Labour's transport spokesman, said: "The rail charter is a con trick that passengers will see through. It will do nothing to improve the quality on the railways."

The Consumers' Association dismissed the scheme as "little more than a glossy public relations exercise that leaves weary and abused customers hardly better off than before." Alan Howarth, education minister, celebrated the arrival of BR's new charter by being held up for almost an hour because of a broken down train. He was due in Portsmouth, Hampshire, for a tour of the city's polytechnic, but was held up outside Wimbledon in London for 42 minutes. Mr Howarth said: "I sat in the carriage counting the minutes away hoping that I might get a voucher back — but I was inside the time limits."

Reading between the lines

CHARTER Day arrived with a flourish at Euston station, London, yesterday. The blue and red passenger's charter posters went up at noon and copies of it were handed out to commuters at 4pm.

Sir Bob Reid, British Rail's chairman, was not too keen to approach passengers to have his photograph taken with them: "They will want compensating for being delayed," he said.

David Mandell, a Birmingham lawyer aged 33, said: "They don't have compensation in Switzerland and their trains are always on time. From a lawyer's point of view it seems to me that the charter is designed to minimise the cases which would be liable for a refund."

Sir Bob said: "That's not true. With a season ticket the compensation is automatic and when passengers are late on other trains there will be a very clear form for them to fill in to get compensation."

John Willmot, a design consultant who travels all over the country on British Rail, said that the service north of London was very good. "I would give that nine out of ten. But south of London the service is abysmal, that would get a minus rating. Money could be better spent on rolling stock. We need more carriages for commuters."

Sir Bob said: "The kind of money which will be spent on

Alison Roberts finds Sir Bob Reid anxious to see passengers on their way after the launch of British Rail's charter

compensation is actually very small. New trains cost millions and millions of pounds. We are actually investing a total of one and a half billion pounds a year in the network."

Judith Wood, a sales manager from Manchester aged 44, said: "The InterCity ser-

vices are very, very good, but local trains in the Manchester area are terrible. They are always delayed and they give reasons like the guard didn't turn up. But British Rail is an easy target," Mrs Wood said she would prefer to have money spent on improving the service itself rather than on compensation after arriving late.

Angela McBrearty, a student aged 21, was fed up with being delayed at Newcastle on her trips from London to Inverness. "I am flying to and from now because it's so bad, but I wouldn't mind a refund scheme; I could make a lot of money," she said.

	Punctuality	Reliability
Network SouthEast	90%	99%
Great Northern	90%	99%
Northampton Line	88%	98%
Thameslink	88%	98%
Chiltern	88%	98%
South Western Lines	88%	98%
Kent Link	88%	98%
South London Lines	88%	97%
West Anglia	88%	98%
Great Eastern	88%	98%
Solent & Wessex	88%	98%
North London Lines	88%	97%
Sussex Coast	88%	98%
Kent Coast	88%	98%
Thames	88%	98%
London Tilbury & Southend	80%	97%

Punctuality (peak times) of trains arriving within 5 mins of scheduled times (%): InterCity — 90%; Network SouthEast — 90%; Regional (a) Long distance routes — 90% within 10 mins; (b) Short distance routes — 90% within 5 mins.

Reliability of trains run on weekdays (%): InterCity — 99%; Regional — 99%.

Laboratory monkey infected with BSE

By MICHAEL HORNSBY, AGRICULTURE CORRESPONDENT

GOVERNMENT scientists have succeeded in infecting a monkey with the "mad cow" disease, the first time this has been achieved, it was disclosed yesterday. A second monkey is showing symptoms of the disease. Earlier experiments had shown that the condition could be transmitted to mice, goats, pigs, cattle and sheep.

David Maclean, a junior agriculture minister, told the Commons yesterday that no changes would be required as a result of the experiment to the measures already taken to protect humans and animals against the disease, bovine spongiform encephalopathy (BSE).

In spite of that assurance,

there is likely to be public disquiet because monkeys are closer biologically to humans than other animals to which the disease has been transmitted. Monkeys are also known to be susceptible to scrapie, the sheep version of the condition.

Mr Maclean said that the Medical Research Council's experiment "resulted in BSE being transmitted to a marmoset, following inoculation of cattle brain material derived from a BSE-affected cow into its brain and body cavity."

About 50,000 mainly dairy cattle have died of BSE since the first case of the disease was officially diagnosed in 1986.

Duke derides ivory policy

FROM JOANNA PITMAN IN KYOTO AND NICK NUTTALL

THE Duke of Edinburgh yesterday implicitly accused the government of allowing short-term election interests to influence decisions on the future treatment of the African elephant.

The Duke, international president of the World Wide Fund for Nature (WWF), said: "WWF is comprised of 28 national organisations and a great number of people in different parts of the world. So we must understand that our perceptions are very different from those of people who are about to stand for a general election."

The Duke was speaking at the Convention on International Trade in Endangered Species in Kyoto, Japan. Following the proposal by five southern African nations for a partial relaxation of the two-

year ban on ivory trading, a move which would give them an economic interest in managing their conservation programmes. WWF has suggested that the five be permitted limited trade in elephant skins and meat if the ivory ban remains.

The British government shared this view until two weeks ago when, according to British delegates in Kyoto, Michael Heseltine, environment secretary, orchestrated an about-face under pressure from green groups.

Yesterday the Duke said he sympathised with Zimbabwe, Botswana, Namibia, Malawi and South Africa and said they should be allowed to trade "in some form" to cover culling programmes.

"Some populations of elephants in southern Africa

£600m sub breaks cover

By MICHAEL EVANS, DEFENCE CORRESPONDENT

HMS Vanguard, the first Trident ballistic missile submarine, made her debut appearance yesterday, emerging into the sunlight from the giant covered shed at Barrow-in-Furness which has kept her hidden from public view for five years.

A band welcomed her with a melody including the theme music from the film *2001*, a hint of *Rule Britannia*, a few bars of James Bond theme music and a splash of *Who's Afraid of the Big Bad Wolf?* as the black nose of the submarine inched out on wheels.

The roll-out of the first Trident boat was worthy of a Hollywood epic. The size of

the submarine, its awesome firepower and the apocalyptic script of Tom King, the defence secretary, warning of potential aggressors of dire consequences if they threatened Britain, all contributed to the scale of the occasion.

However, in spite of the allusion to music, the £600 million Vanguard was in no hurry. She emerged on bogies at the rate of one metre a minute towards the ship lift that was to lower her into the water in the second stage of her 28-hour launch.

The ceremony was not just an occasion for the Royal Navy and the 10,000 VSEL employees who have built Vanguard. It was also a highly political set piece. With the calling of a general election expected next week, the political impact of Trident's debut was not lost on those present.

Mr King, whose only action in launching Vanguard was to press a button to open the dock hall housing the submarine, emphasised that there would be four Trident boats. He denounced Labour for thinking that three would be enough to maintain Britain's independent deterrent for the next 30 years.

The minister conceded that the government would not be ordering the fourth boat before the election because negotiations on price were still continuing. He agreed that it would not be "proper" to

order the last boat once an election had been called.

A fourth boat, considered vital for jobs in Barrow, therefore depends on whether there is a change of government and whether a Labour cabinet considered cancellation costlier than building.

According to Noel Davies, VSEL chief executive, about £250 million has been committed towards the fourth boat because of long lead times. The government, and the navy, say that the cost of cancellation is £400 million.

As the politics were debated at a press conference at the shipyard, Vanguard continued her slow journey down the ship lift, her 150 metre-long hull clothed in black anechoic rubber tiles. Workers in blue overalls cheered her on her way.

Greenpeace frogmen who tried to enter the dock and place a banner asking "Why?" across the dock hall's entrance were seized by security guards. A few protesters jumped into the water from the dockside.

Rodney Leach, former chief executive of VSEL, described Vanguard as one of the finest examples of engineering in the world, comparable to the precision technology of a moon landing.

Mr King said: "It's money and labour eminently well spent."

Photograph, page 1

BBC retakes Falklands

By MELINDA WITTSTOCK, MEDIA CORRESPONDENT

THE first fateful hours of the Falklands war are to be recreated by the BBC in the corporation's first drama-documentary since its clash with the Thatcher government over *Tumbledown*, its story of the war screened four years ago.

An *Ungentlemanly Act*, to be screened on BBC2 in June, will mark the 10th anniversary of the outbreak of hostilities with a faithful recreation of the first 36 hours of the conflict told from the point of view of the islands' residents.

Tumbledown, which revolved around the military's treatment of a British soldier gravely injured in the fighting, was criticised by the defence ministry for mixing fact with fiction. This time the BBC hopes to avoid such accusations, utilising Major Mike Norman, who was in charge of a detachment of the Royal Marines the night the Argentines landed on the beaches, as its script adviser.

Major Norman is on location in the Falklands with Stuart Urban, the writer and director, and Bradley Adams, the producer. The BBC said the film-makers, of the independent production company Union Pic-



Richardson role as the governor Sir Rex Hunt

tures, had interviewed as many of those people on the island at the outbreak of war as possible.

Mr Urban, speaking from the Falklands, said *An Ungentlemanly Act* was not designed to be controversial, but accurate. All scenes have been documented by eyewitnesses, although interpretation will take over where eyewitness accounts "do not tally", he said. "We will do it responsibly with the best information at our disposal."

Major Norman will concentrate mainly on helping the film-makers reconstruct the defence, "the fact that the mortars had cracks, that there were no heavy weapons available, that there were only 68 men to fight

thousands of Argentinians," Mr Urban said.

Mr Richardson is to play Sir Rex Hunt, governor of the Falklands at the time of the invasion. His wife Maureen is played by Rosemary Leach. Bob Peck portrays Major Norman.

Some of the "towns" of ITV's fine edifice are beginning to crumble as a result of government legislation, Marmaduke Hussey, the BBC chairman, said last night. He warned that public service broadcasting could become "a hollow shell" if legislation introduced by the next government did not support a BBC "accessible to the whole nation."

Mr Hussey said: "We saw what happened to ITV when the government decided to dig up their foundations. That must not happen to the BBC."

He said the BBC must offer "distinctive programmes across the whole range of information, education and entertainment because our audiences cover the whole range of the nation in all its diversity."

Calling for the continuation of the licence fee when the BBC's royal charter comes up for renewal in 1996, he said: "We depart from our cultural and educational traditions with peril."

Grammar schools rescue fails

By JOHN O'LEARY, EDUCATION CORRESPONDENT

A HIGH Court judge yesterday refused to allow two Dorset grammar schools to opt out of local authority control to avoid closure, ending a 12-year dispute over three schools at Sherborne.

Kenneth Clarke, the education secretary, had approved proposals by the county council and the Salisbury Diocesan Board of Education to close Foster's grammar school, Lord Digby's grammar and St Adhelm's secondary modern, replacing them with a £5.5 million Church of England voluntary-controlled co-educational school on the site of St Adhelm's.

Edward Banham, of Bishop's Caudle, who led a group of parents trying to save the two grammar schools, asked Mr Justice Macpherson to quash Mr Clarke's decision, and order him to reconsider grant-maintained status for the schools. The judge ruled, however, that there had been no "illegality, impropriety or unfairness", so the court could not intervene.

The parents accused Mr Clarke of failing to follow the government's policy of giving high priority to parental choice. Gill Weston, whose three children attended the grammar schools, said: "There is now no educational choice for parents in the area. I won't vote for the Conservatives at the next election — nor will many other parents in our area."

The parents accused Mr Clarke of failing to follow the government's policy of giving high priority to parental choice. Gill Weston, whose three children attended the grammar schools, said: "There is now no educational choice for parents in the area. I won't vote for the Conservatives at the next election — nor will many other parents in our area."

Irish gunmen kill lorry driver

A Roman Catholic father of five was ambushed and killed in the cab of his lorry by gunmen in Co Armagh yesterday morning. James Gray, aged 39, of Keady, Armagh, was driving between Portadown and Markethill when gunmen opened fire from a dump of trees by the roadside.

Reports said about 12 shots were fired by the gunmen, who ran to the lorry after it stopped and fired again at the body slumped behind the steering wheel. Police said Mr Gray, the 32nd victim of the troubles this year, had no connections with the security forces.

Remand death

A remand prisoner hanged himself at Feltham young offenders' centre five days after being attacked by inmates, an inquest in west London was told yesterday. Lee Waite, 18, of Canvey Island, Essex, awaiting trial for car theft, was beaten and sexually assaulted by inmates. He was found hanging in his cell last August 31. The inquest continues today.

Rape review

The conviction of a naval rating serving life for raping and murdering a barmaid is to be reviewed following a claim by her solicitor that new evidence shows another man committed the crime, police said. Michael Shirley, aged 24, was sentenced after the assault five years ago on Linda Cook, of Leamington Spa, Warwickshire, whose body was found in Portsmouth, Hampshire.

Jail report

A report by Lord Colville into the management of paramilitary prisoners at Crumlin Road Jail, Belfast, has ruled out segregation despite pressure from most of the main political parties in Northern Ireland. The report, commissioned by the government after two Loyalist inmates were killed and seven others injured by an IRA bomb, also criticises the amount of time prisoners spend on remand.

Greed attacked

The excesses of the market economy were criticised last night by the Free Church Federal Council's new moderator, John Biggs. "Prosperity is perceived too much in terms of possessions," he said in London. "This is an old form of idolatry writ new, the market is God, profit is all-important, the value of everything is determined by its cost and success is measured by material wealth."

Lead shared

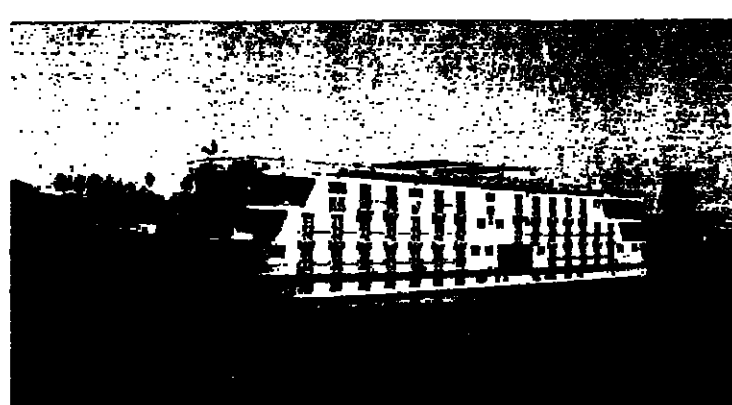
Gary Kasparov, world chess champion, Anatoly Karpov, former champion, and the Ukrainian Alexander Beliavsky lead the international tournament in Linares, Spain, on five points after seven rounds. Karpov beat Sakov in round seven, Kasparov and Bareev drew, and Beliavsky beat Gelfand. The Britons Nigel Short, on three, and Jon Speelman, on two, drew in 32 moves.

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Woman broker lost job because of power struggle with boss

By DAVID YOUNG

A WOMAN money broker who lost her job after becoming pregnant was driven out of her company because she became embroiled in a power struggle with her boss, not because of her decision to have a baby, an industrial tribunal ruled yesterday.

Lillian Preiser, aged 31, won her constructive dismissal case against Euro-Brokers Capital Markets, of Southwark, south London, in December. Detail of the tribunal's judgment was reserved until yesterday.

Miss Preiser had alleged that her pregnancy had led to her losing her £150,000-a-year job with the financial company. The tribunal accepted that she had been forced out because her boss, Cindy Buggins, wanted to "cut her down to size", but

rejected her claim of sexual discrimination. It said that the dispute between the two women had nothing to do with Miss Preiser's pregnancy.

Miss Preiser, 31, of Golders Green, northwest London, was constructively dismissed, due to the non-payment of money contractually owed to her. The tribunal chairman, Frederick Mosey, described the women as "two Amazons circling each other, presumably striking terror into all male employees".

In yesterday's written judgment, the tribunal recommended Miss Preiser's compensation be about a month's salary and bonuses. Miss Preiser, who argued that she was worth £220,000 a year when she returned to work after the baby, will probably

get about £9,000, the maximum the tribunal could have awarded.

Miss Preiser plans to take Euro-Brokers to the High Court to seek damages for breach of contract.

The tribunal said that it decided to rule in Miss Preiser's favour because money promised to her was not paid. It rejected Miss Buggins' claim that Miss Preiser gave her menial tasks, took away her top clients and refused her promotion when she returned to work after being on maternity leave.

The report said: "There was plainly a power struggle between the two women and valuable property through the applicant was, in our view, no sensible manager, and Miss Buggins struck us as most sensible, would have provided enhanced opportunity for conflict by offering to elevate the applicant's position and status."

"We came to the conclusion when Miss Preiser returned to work, although Miss Buggins wanted to keep her, she was nevertheless determined to cut her down to size and render her more tractable. In which endeavour she failed by pushing her too far."

Miss Preiser told the hearing last year that she had been treated so badly by Miss Buggins, aged 34, that she had no choice but to leave her job. She left in January last year after taking several months off for the birth of her first child. She has since had another baby.

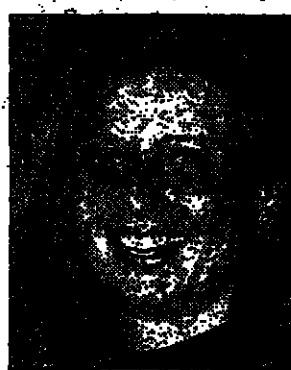
The tribunal at Chelsea, southwest London, was told that she did not get promised bonuses when she went back to work, was passed over for promotion and lost her best clients.

Miss Preiser was told before she left the company to have her baby that she would receive 50 per cent of four months' salary as an enhanced maternity package plus the £20,000 bonus that had previously been promised to her. The hearing was told she asked Miss Buggins every day for the money owed to her.

The tribunal ruling added: "We had no doubt she was troubled about her customer list, but for money-oriented people like the applicant and Miss Buggins, we were satisfied the bonus and maternity package were never far from their minds and ventilated as Miss Preiser told us, almost daily."



Buggins: a most sensible manager



Preiser: claimed sexual discrimination

Romany vigil puts strain on hospital

By CRAIG SETON

ONE of Derby's main hospitals was bursting under the strain last night after several dozen visitors arrived to keep vigil for a Romany leader.

The relations and followers of Patrick Connor, aged 74, who was born in Eire, crowded into waiting rooms and corridors of the 650-bed Derbyshire Royal Infirmary, and at one stage the canteen ran out of food.

Mr Connor was taken ill at the weekend at his Derby address. His followers, members of his extended family, began arriving in large numbers to be close to his side in hospital. Among them were his 11 sons and four daughters and many of his 60 grandchildren, some of whom were said to have travelled from the Continent and the United States.

James Connor, aged 30, one of the sons, said yesterday: "He is loved by everyone and there have been literally hundreds of people travelling to Derby to see him."

The hospital conceded yesterday that the large number of visitors for one patient had caused overcrowding, especially on the first night. Brian Bell, the assistant general manager, said that the management had talked to Mr Connor's family and that as a result from 9.30 last night all patients with a serious condition would be allowed only two visitors at any one time in order to ease the congestion. He was sure the restriction would be temporary.

Art market hit by record sales fall

By SIMON TAIT, ARTS CORRESPONDENT

JAPANESE financial scandals, the Gulf war and the recession combined to give the art market its worst reversal last year since the second world war, with Christie's and Sotheby's, the two leading auction houses, recording a combined worldwide net sales drop of 60 per cent.

According to the latest Cultural Trends report from the Policy Studies Institute, a 15-year boom came to an abrupt halt in 1990-1. Each year since 1975 had shown an increase and sales rose from £154 million to £3,420 million in 1989-90, but last year they fell back to £1,377 million.

The recession in art sales first showed itself in the autumn of 1990, but the worst may be over, the report says. The first half of 1991 showed a 65 per cent downturn over the previous year, but in the second half sales were down only 23 per cent.

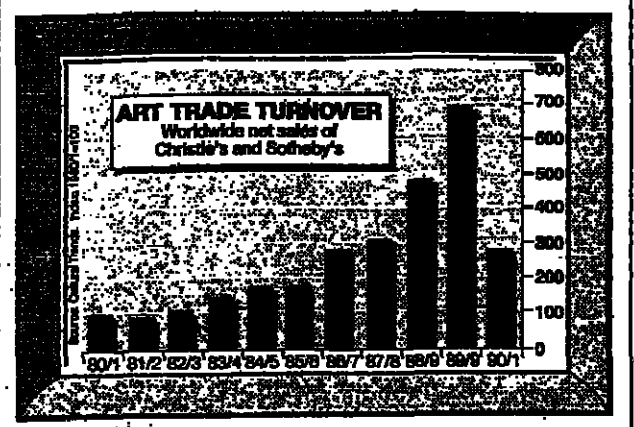
Jeremy Eckstein, co-author of the report with Andrew Feist, said: "I won't necessarily say it's hit the bottom but we may be over the worst of the slump. Confidence has been very badly sapped and it might take years for the market to recover. The boom can now, in hindsight, be seen to have been a bubble, a totally unsustainable series of high prices."

The report also suggests that the drop represents more than a settling down after the unprecedented prices of 1987-90. When van Gogh's *Portrait of Dr Gachet* fetched £43.1 million in May 1990 it seemed that the high prices were sustainable. "Yet by July of that year," the report says, "it was apparent that the momentum was slowing down... and by the end of the year it was obvious that the market was in rather more serious trouble."

Tim Llewellyn, chief executive of Sotheby's, said that the signs since Christmas had indicated recovery. "In terms of activity and confidence there is evidence that the market is beginning to improve."

The report also covers music, museums and galleries. The recession has hit the donations and sponsorship that orchestras have been enjoying increasingly over the past ten years, it says.

Cultural Trends No 12: Music, Amateur Arts and Crafts, The Art Trade, and Attendance at Museums and Galleries (Policy Studies Institute, £12.95)



Standing by: a police marksman at the scene of the siege at a bedsitter in northwest London yesterday. A soldier gave himself up after five hours

Man killed and PC shot in siege

By PETER VICTOR

A Coldstream Guardsman gave himself up peacefully yesterday after an armed siege in which a man was shot dead and a policeman wounded. The soldier was being questioned by police last night.

The siege started early yesterday shortly after the police were called to a domestic dispute at a bedsitter in Harlesden, northwest London. Neighbours complained about the noise and PC Royston Daniels approached the house. He called out to open the door and a male voice shouted: "Go away".

As PC Daniels tried to force the door a shot was fired through it, hitting him in the shoulder. A neighbour, aged 39, who was also outside the door, was hit in the chest by a second shot. He collapsed in the street. Other police gave him first aid but the man was certified dead at Central Middlesex Hospital.

PC Daniels, aged 26, who

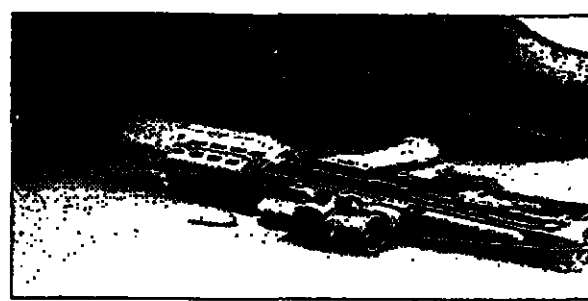
is married with one child, underwent surgery and was later said to be "stable". His colleague, WPC Kim Gallo-way, escaped injury but was said to be deeply shocked.

After three hours a woman hostage, who was being held by the armed man, was released. Two hours later the man threw a rifle out of the house before surrendering.

Police have not identified the dead man or the woman who was released. They said that the man in custody was about 30 and did not live at the address. A neighbour said the man came out quite calmly with his hands raised.

Later a service issue SA-80 rifle could be seen in the street outside the house, which is divided into bedsits. The defence ministry launched an investigation to find out how and why the weapon was taken out of barracks.

Charges are expected today.



A rifle lies in the road by the wheel of a parked van near the house where the siege took place



"Unlike me, my Rolex never needs a rest."

Wherever his travels may take him, Placido Domingo takes a series of green bound books. Into these he writes his engagements three years ahead; such are the demands of the major Opera Houses of the world on the man acclaimed as possibly the greatest living tenor.

Placido Domingo has committed some eighty different operatic roles to memory. He believes this daunting repertoire is necessary to attract the widest possible audience. For this is his ambition: to help more people, all over the world, enjoy and appreciate the music he loves.

In recent years, Domingo has presented a live video perform-

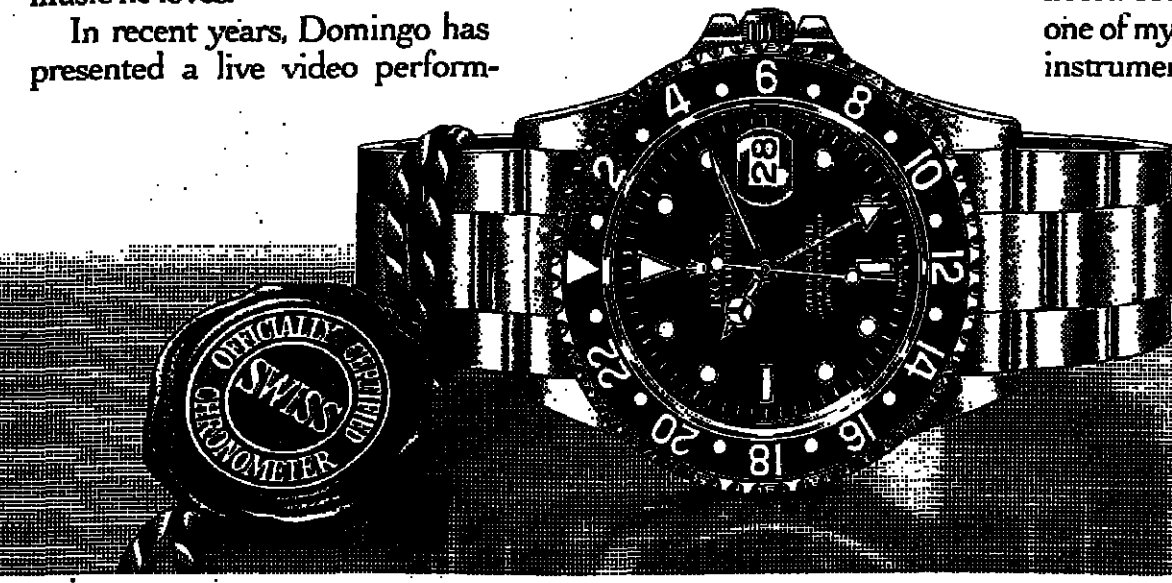
ance of 'La Bohème' to an audience outside Covent Garden. He provoked a rapturous ovation in China (until then, Chinese audiences seldom even applauded). And a legendary curtain call in Barcelona lasted one hour and fifty minutes. "It would have been easier," Placido has said, "to sing the opera all over again."

Over and above this punishing schedule, Placido has sung many benefits, has been appointed President of the European Youth Opera, has appeared in films and videos, and has renewed his interest in conducting.

As a student at the Mexico City Conservatoire, this was his main study. Now Domingo can bring all the experience of his singing career to bear on his conducting. "The operatic conductor is like a Roman charioteer," he says. "He has a hundred horses on stage and a hundred horses in the pit. And he has to control them all."

To keep up with these ever-increasing demands on his time Placido Domingo, the Ambassador of Opera, relies on his Rolex. "This watch is perfect for me," he says, "because, unlike me, it never needs a rest. You could say it's one of my favourite instruments."

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Daughter hears about lost years after TV appeal

Father calls after five years

THREE words down a telephone line — "It's daddy, Beatrice" — ended nearly five years of searching for a man who left his Dublin home to buy a birthday present for his ten-year-old son and never returned.

The poignant moment will be shown tomorrow in a repeat of last Monday's Channel 4 documentary *Looking for Billy*, but it is not a happy ending. Billy Dunne, it appears, had been content to be one of the 2,000 people a year who go missing and are never accounted for.

Beatrice Connolly, his daughter, took the call after her father, in England, rang a special line after the programme. She has since met him, but yesterday flew home to tell her mother, Cara, that she had eluded from him only a vague promise that they will meet when the fuss had died down.

Mrs Connolly said: "I lifted the phone and he said hello. The voice was familiar, but I didn't know who it was. I said, 'Who's that?' and he said 'It's daddy, Beatrice'. It was all such a shock, we

Television has brought a broken family unexpected good news. Now it faces a new problem, writes Lin Jenkins

never expected to find him." With the knowledge that her father is alive comes the realisation that while the family of ten children have spent years combing pubs, hotels and hospitals and getting his photograph into newspapers and on television, he had never got in touch.

"He is very vague about what happened," Mrs Connolly said after meeting Mr Dunne near his digs on the south coast of England. "He is very upset about what he has put us through. He wants time to be on his own, to get over the shock and his feelings of guilt, but I trust him to contact us when he is ready and when he has recovered from all this."

"I didn't want to pressure him, and I made it clear I was not angry. He has been

very brave in picking up the phone, and after four and a half years I think we can wait a few days or a few weeks."

The family refuses to say why he claims to have left, and there is suspicion that they knew all along that had his reasons.

Callers after the programme reported knowing Mr Dunne using various surnames, working as a builder in the Portsmouth area and continuing to follow greyhound racing. Others confirmed that he had been in Jersey in 1989.

Mr Dunne says that he does not remember why he left, and cannot recall events from then to about two years ago. Two years before his disappearance, on June 22, 1987, he had a slight stroke, after which he complained of memory lapses. "I'm nearly sure he had another slight stroke," Mrs Connolly said.

David Batty, who made the programme, has been surprised by the speed of events. He, like the family, never expected to find Mr Dunne and thought that a few reported sightings could be followed up gradually. He

is concerned that the family had not thought through how they would feel if he were found. If they had expected anything from the programme, it was to discover that Mr Dunne was dead.

"Clearly the problems are only beginning for the family and for Billy, but at least they are problems that they can deal with, when before they had nothing," Mr Batty said. "How you start the process of getting back together again, if it is at all possible, I just do not know."

● The parents of a girl aged 18 who went missing while walking across wasteland between their home and her boy friend's are offering a £5,000 reward for information on her whereabouts.

Nicola Payne, who has a ten-month-old son, disappeared in thick fog in December. Miss Payne's mother Marilyn Payne, of Wood End, Coventry, said that £2,000 came from friends who had raised £1,000 with a disco. "We are not a rich family, but we are prepared to offer everything we own in the whole world to get our daughter back," she said.



Family man: Billy Dunne with three of his children before he vanished

Frozen fish beats fresh in taste test

By Ray Clancy

FROZEN fish tastes fresher than wet fish, which often has a neutral or insipid flavour, a report published today says.

Fish experts and consumers who took part in a *Which?* magazine blind tasting all agreed that frozen cod fillets gave a fresh flavour compared with wet and chilled pre-packed cod.

"Don't assume that buying fish labelled fresh means you're getting the best fish," the report concludes. "If you want your fish to taste fresh and be good value for money you'd be better off buying frozen than wet or chilled pre-packed fish."

The three experts who tested the fish said that the results were not a surprise because wet fish was likely to be three to five days old by the time it was sold in a shop. A panel of 60 consumers that tested the three types of cod fillets, all steam cooked, also found that frozen was tastier. When the fish was cooked in a parsley sauce, however, the panel preferred the blander taste of the wet fish.

Ionisers cannot be counted on to relieve respiratory problems or migraines, a report in *Which?* says. The magazine tested 11 models and found that two failed to produce enough ions to be effective and three produced none at all.

The report says that years of research have failed to produce clear evidence that ionisers help sufferers of asthma, hay fever, catarrh and other respiratory complaints. Other claims by manufacturers include the relieving of headaches and feelings of stress, and the removal of staleness, tobacco smoke, pollen and dust.

The one claim that lived up to the test was the removal of smoke. *Which?* found that most ionisers clear cigarette smoke much quicker than letting it settle naturally, but the particles become negatively charged and can be attracted to the walls and furniture causing staining.

There should be more competition in the buying and selling of property, *Which?* says. More than half of members asked about moving house found that it took longer than expected and one in six was dissatisfied with the estate agent's service.

The magazine repeats previous calls for estate agents and lenders to be monitored by the Office of Fair Trading and the relevant ombudsman and trade association.

MPs back road safety campaign

A campaign to create safer and less polluted conditions for pedestrians in England was launched yesterday, backed by a cross-party group of MPs and funded by a government grant.

Walkways, devised by the Pedestrian's Association, is designed to help people lobby local government. It offers advice on "traffic calming" systems and a team of advisers to give on-the-spot help. The group fears that Britain is becoming a nation of car drivers and passengers.

Government figures show that the number of children killed in road accidents has fallen by 59 per cent over the past 20 years, but the proportion of children who walk to school unaccompanied has dropped from nearly 90 per cent in 1971 to under 10 per cent today because of the perceived road dangers. Most are taken to school by car, the group said.

Record score

Letters written by the late test cricketer Sir George "Gubby" Allen on his famous 1932-3 Australian tour broke the world record for cricketing letters when they sold for £10,000 at auction in Newbury, Berkshire.

Museum cash

The government is to give £8.3 million to the West Yorkshire Transport Museum in Bradford, due to open by July 1994 and expected to create 650 jobs and attract 250,000 visitors a year.

Sailor missing

Mark Baker, aged 31, of Sittingbourne, Kent, a crew member on the cross-channel P&O cargo ship *European Endeavour*, is believed to have fallen overboard and drowned.

£150,000 property	
Buying	Cost £
Survey	350
House buyer's	500
Structural	185
Mortgage valuation	185
Land registry	220
Stamp duty	1,500
Local authority search	50
Conveyancer/solicitor	350-600
Selling	Cost £
Estate agent	1,700-2,200
Conveyancer/solicitor	350-600
Mortgage costs (early redemption penalty)	1,200
Other costs	315
Removal expenses	280
Building insurance	200
Mortgage costs:	
Arrangement fee	300
Indemnity premium	1,200
Initial interest charge	1,200
Bridging loan (one mth):	
Interest	1,200
Arrangement fee	100

Source: *Which?*
* Until 15 August 1992 no stamp duty on properties sold for less than £250,000.
† Assuming amount borrowed is 90 per cent of property value.

Sinclair peddles electric bicycle

By Nick Nuttall, Technology Correspondent

SIR Clive Sinclair, creator of calculators, home computers and the unsuccessful C5 electric car, will unveil his new electric bicycle today.

The machine, made from advanced lightweight materials and powered by a combination of pedal-power and special batteries, will be on show at the Cycling and Outdoor Activity Show which opens at Olympia in London today.

Sir Clive, whose electric car became something of a joke, will be hoping that his bicycle proves more successful. The C5 car lost him an estimated £8.6 million after its launch in 1985, forcing him to sell his company to Alan Sugar's Amstrad.

The bicycle has been developed in great secrecy at Sinclair Research, Sir Clive's company in central London. Few details have been released of the machine, which has been designed to have wide appeal by making hill-climbing easier. This is done using power from batteries which can be charged by a generator when the bicycle is going fast downhill or from the mains overnight. The bat-

teries, developed by Chloride, are believed to be slightly larger versions of the nickel cadmium batteries used in mobile phones.

Sir Clive disclosed that he was working on a "radical form of bicycle" in December 1989.

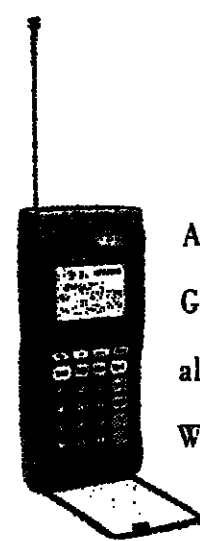
Production is expected to start in May or June and the bicycle will be in the shops soon after.

Leading article, page 15



Sir Clive, hoping for two-wheel success

Buy our portable phone and have nothing to show for it.



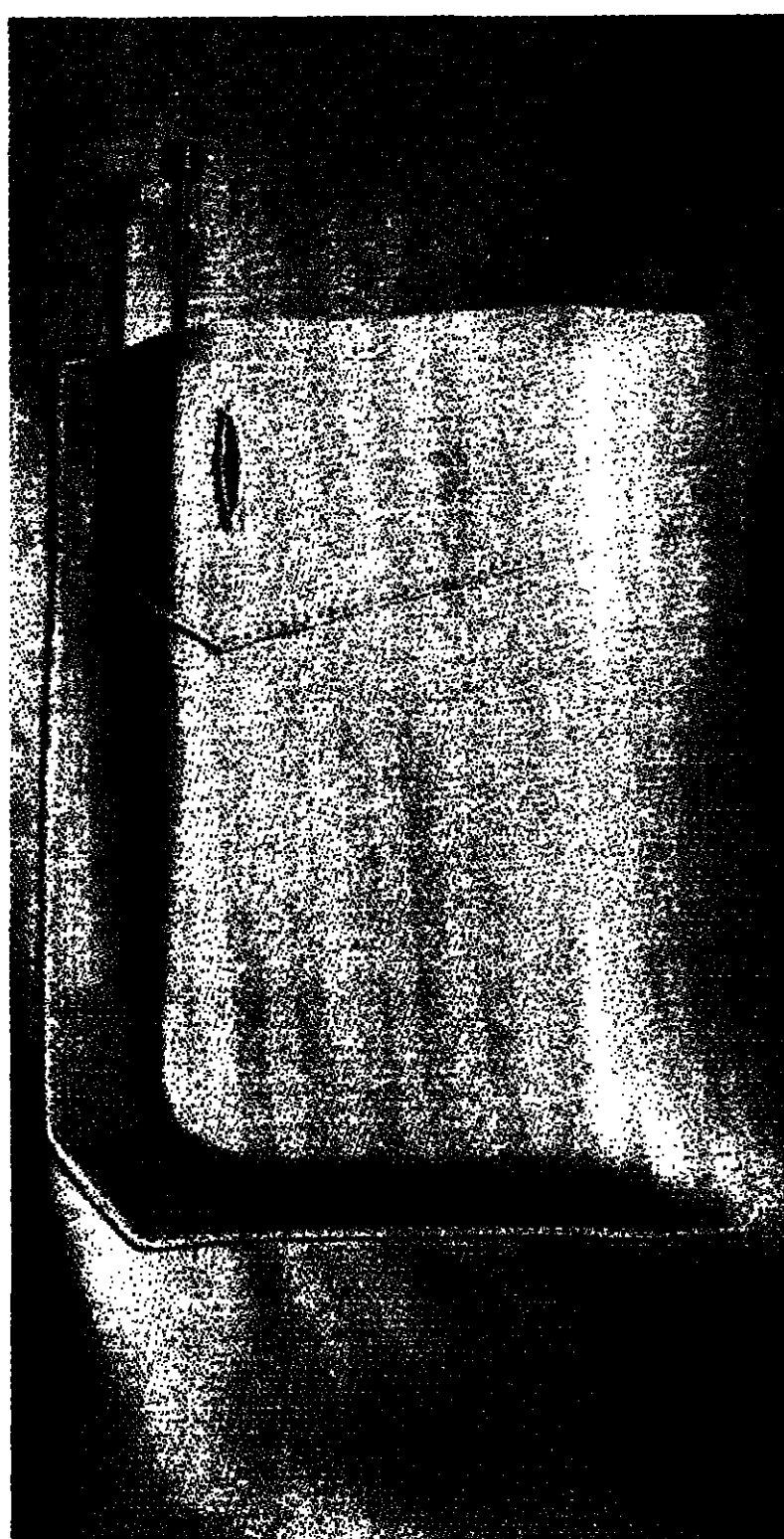
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But we can't let our scientists take all the credit. Our designers have shown that portable phones can be small but still perfectly formed.

A quick glance at the G-Series phone shows that 153 x 73 x 17mm has never been so beautiful.



And with the added practicality of a protective guard around the keypad, (ensuring you only send calls when you mean to), for once you'll be glad of our company's small-mindedness. To find out more about the G-Series, phone free on 0800 444220 anytime, or fill in the coupon below. It's the one pocket phone you won't want to hide in your pocket. **Panasonic** Cellular

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Doctors split on safety

Home births backed by MPs' report

By JEREMY LAURANCE
HEALTH SERVICES CORRESPONDENT

SPURIOUS arguments about safety are used to persuade mothers-to-be to have their babies in hospital, a new report says.

At least 94 per cent of births take place in hospitals yet they are no safer, and may even be less safe, than births at home or in GP maternity units, according to the report of the Commons health select committee enquiry into maternity services.

It recommends that women should be given more choice over where they have their babies and more control over the kind of care they receive including epidurals, caesarians and induction.

But the recommendation was challenged by the Royal College of Obstetricians which said: "The best place for delivery is where the full range of emergency services are immediately accessible and these are only available in district general hospitals". The college believed there should be no significant shift away from hospital delivery without monitoring the effects.

The British Medical Association said that the recommendation was "unrealistic" and that there was little demand for home births.

In its report, the health committee says that concerns about safety have "too often been used as an excuse for pushing the delivery of maternity care in a direction which goes against the grain of many women's wishes."

"We believe that the debate about place of birth, and the triumph of the hospital-centred argument, have led to the imposition of a philosophy of maternity care which has tended to regard all pregnancies as potential disasters, and to impose a medical model for their management which has had adverse consequences on the way we think about maternity care."

On the basis of evidence from the National Perinatal Epidemiology Unit, the Royal College of Midwives, the British Association of Perinatal Medicine and others, the committee says: "There is no convincing and compelling evidence that hospitals give a better guarantee of the safety of the majority of mothers and babies. It is possible, but not proven that the contrary may be the case."

But thinking on the issue of safety is confused. The report quotes evidence given by the health minister, Virginia Bottomley, last November who said: "Every mother should be encouraged to have her baby in a maternity unit where emergency facilities are readily available."

But at the enquiry's final session in January, Mrs Bottomley admitted: "There is no overwhelming, unequivocal evidence about the relative merits of different settings [for delivery], and some of the evidence is conflicting."

Doctors are also divided. Stanley Simmons, president of the Royal College of Obstetricians, told the committee: "We are being too cavalier about this idea that people will give up safety because of the other benefits." But Professor Eva Albermar said: "We are very hung up on mortality as an outcome... If we were to use satisfaction as an outcome, the answers might be different."

The report says that now that birth is relatively safe, after the improvements in mortality rates since the 1970s, satisfaction is more important. "Women want a life-enhancing start to their family life, laying the groundwork for caring and confident parenthood," it says.

Much depends on having a single professional to provide continuing care throughout pregnancy and childbirth with whom they can build up a relationship. The report says that midwives are best placed to provide this.

Doctor is guilty over leaving boy

An anaesthetist who took a coffee break during an operation on a ten-year-old boy who later died was found guilty of professional misconduct yesterday.

Ajeet Pasricha, aged 42, left Paul Farrer, an asthmatic who was having a broken arm reset, unattended for 40 minutes, the General Medical Council professional conduct committee was told. It ordered that Dr Pasricha, of Worthing, Burnley, Lancashire, work only in a university anaesthetics department under supervision for a year.

The doctor was also found guilty of failing to disclose his absence to an inquest. The boy died after a heart attack at Ingham Infirmary, South Shields, Tyne and Wear.

Art theft

A man who paid 50p to tour Christ Church, Oxford, stole a 16th century painting, *Martyrdom of St Catherine*, valued at £15,000.

Museum back

Exeter's maritime museum, which closed last year because of financial difficulties, is to re-open on April 1.

Hedgehog help

A hospital with straw beds for 60 hedgehogs is to be opened at Authorpe in Lincolnshire.

Hope looms for island weavers

By KERRY GILL

THE Hebridean folk group The Lochies may soon be able to drop one song from their repertoire — a Gaelic lament over the hardship in operating the ancient Hattersley loom, mainstay of the islands' economy for generations.

New lightweight looms, which could revitalise the ailing weaving industry, are undergoing trials in Stornoway, capital of the Western Isles. Although they will cost several thousand pounds it is hoped that they will replace the old models, which have become a feature in hundreds of crofters' homes from the Butt of Lewis to Barra.

The recession has hit the Harris tweed industry hard. Harris tweed jackets are no longer made on the island. The tweed is now exported for completion abroad. The three mills have imposed short-time working and have cut back on yarn traditionally spun at home by about 350 crofters throughout the Western Isles.

The industry has hitherto provided the biggest source of income for more than 600 crofters and mill workers in Lewis and Harris. The crofters spin their own wool into yarn before selling it to the mills. The new lightweight machine could lead to a restructuring of

the industry. It is much easier to operate, is faster and can be devised as a single or double-width loom. More than 70 applications have been received for 20 training places in Stornoway.

Jim Cross, training manager for Western Isles Enterprise, said: "All the indications are that this new loom is much easier to use than the Hattersley machine. One tutor has likened it to pedalling downhill whereas with the old machine it was like pushing a bike up Ben Nevis."

It is hoped that the ease of operation will encourage more women to enter weaving, which has traditionally been a male preserve.

Mr Cross said that the enterprise company was compensating weavers on the course for loss of earnings while they learned the new skills. Jonathan Poore, of Highlands and Islands Enterprise, charged with developing the area's economy and providing training schemes, said: "If the tweed industry goes down, the effects of the Bank of Credit and Commerce International debacle up here will pale into insignificance. The mill owners have been trying to undercut each other to nobody's long-term advantage, but we have been able to crack a few heads together."



Liquid assets: Martin Cottis, left, delivers coal to the British Waterways base at Old Ford Lock on the Regent's Canal, London, yesterday. The authority is promoting waterways for leisure and business

Monk's cure left patients disabled

By ROBIN YOUNG

A RELIGIOUS healer who tried to cure two people of skin disease by giving them potentially lethal doses of arsenic and mercury was jailed for three years by the Old Bailey yesterday.

The patients treated for eczema by Bhadrant Rakshat, aged 58, a Buddhist monk from India, needed hospital treatment and were left disabled and unable to work, the court was told. One was charged £1,000.

Rakshat, a member of the Dr Ambedkar sect, which has millions of followers among Indian untouchables, had been administering supposed medicines for 27 years, in India, Sri Lanka and Britain. He had no medical qualifications, no personal property, changed his robes only once a year, and relied on charity to live.

Kulwant Singh Dhillon, aged 36, a driver, from Southall, west London, was charged £1,000 for a course of tablets and powders, one of which contained a near-fatal dose of arsenic, the court was told. When he became ill the monk told him this meant his potions were working and increased the dosage. By June 1990 Mr Dhillon had given

up his job and needed walking sticks. Hospital tests on his hair in August 1990 found a concentration of arsenic more than 20 times the normal amount.

Rakshat was released after promising to stop practising. But within weeks he gave Inderpal Singh Malhi, aged 33, a bricklayer, from Plaistow, east London, tablets containing mercury and told him to take six a day. Mr Malhi developed mercury poisoning, and doctors found up to ten times the normal amount of mercury in his urine.

Rakshat appeared in court wearing a yellow anorak over orange robes. He called himself a *hakem*, Richard Horwell, for the prosecution, said. "In Indian culture a *hakem* can demand almost blind faith and trust from his patients. In this case that trust was grossly misplaced."

Rakshat, of no permanent address, admitted two charges of causing poison to be taken so as to endanger life. The judge accepted that he believed he could help the patients, but added: "You showed arrogance and ignorance which led to you inflict very serious injury."

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April poll threatens legislation

BY SHEILA GUNN, POLITICAL CORRESPONDENT

MINISTERS are preparing to abandon bills regulating charities, asylum seekers and the privatised industries in the event of an April 9 general election rather than agreeing to change them in line with the wishes of the Opposition MPs and peers.

The Education (Schools) Bill is likely to emerge from the session with only the clauses requiring the publication of performance and league tables of state schools, unless Kenneth Clarke, the education secretary, can reach agreement on the future of the school inspection system. Mr Clarke is still considering whether to accept the Lords' amendments, which wrecked his plans for privatising the inspectorate, or to put the entire legislation at risk by defying the peers.

The government's business managers in the Commons have failed to set a date for debate on the Charities Bill, to improve the supervision and regulation of charities. The legislation has had long and careful study in the Lords and has not yet received a second reading in the Commons. Although it was not regarded as a party political measure in the Lords, Labour MPs are more cynical about the government's motives for sidestepping independent schools and influencing the political activities of charities. They made it clear they were not prepared to rubber stamp it.

A senior government source predicted that some horse-trading might be possible to rush through some of the uncontroversial parts of the legislation in the final hours of the session.

In the event of the dissolution of Parliament on March 16, the fate of the government's uncompleted bills this session lies largely in the hands of the opposition parties and the peers. The business managers' priority has been to finish work on council tax legislation and the bill to set up a commission for reforming local government.

One of the main casualties of an April 9 election would be the Asylum Bill, which is in the Lords. Roy Hattersley, the shadow home secretary, set out his conditions on Monday for sanctioning the legislation. Kenneth Baker, the home secretary, is understood to favour calling his bluff by

challenging Labour to agree to the bill as it stands or take the responsibility for losing it altogether.

The Competition and Services (Utilities) Bill, one of the citizen's charter measures, is also at risk through lack of time. The legislation improves the regulation of British Telecom and the water, gas and electricity companies. After clearing the Commons, the bill is vulnerable to demands by Labour and Liberal Democrat peers for strengthening consumer protection.

A deal has been negotiated between the parties to rush through the Further and Higher Education (Scotland) Bill, which has been through the Commons but not the Lords. The bill puts polytechnics on equal footing with universities and removes further education and sixth-form colleges from local authority control.

After a Lords defeat for a similar bill for England and Wales, the government conceded that safeguards were needed for academic freedom. Lord Strathclyde, a Scottish Office minister, has agreed to write in the identical protection for Scottish colleges in exchange for winning the swift approval of the peers.

Government challenged on poll tax

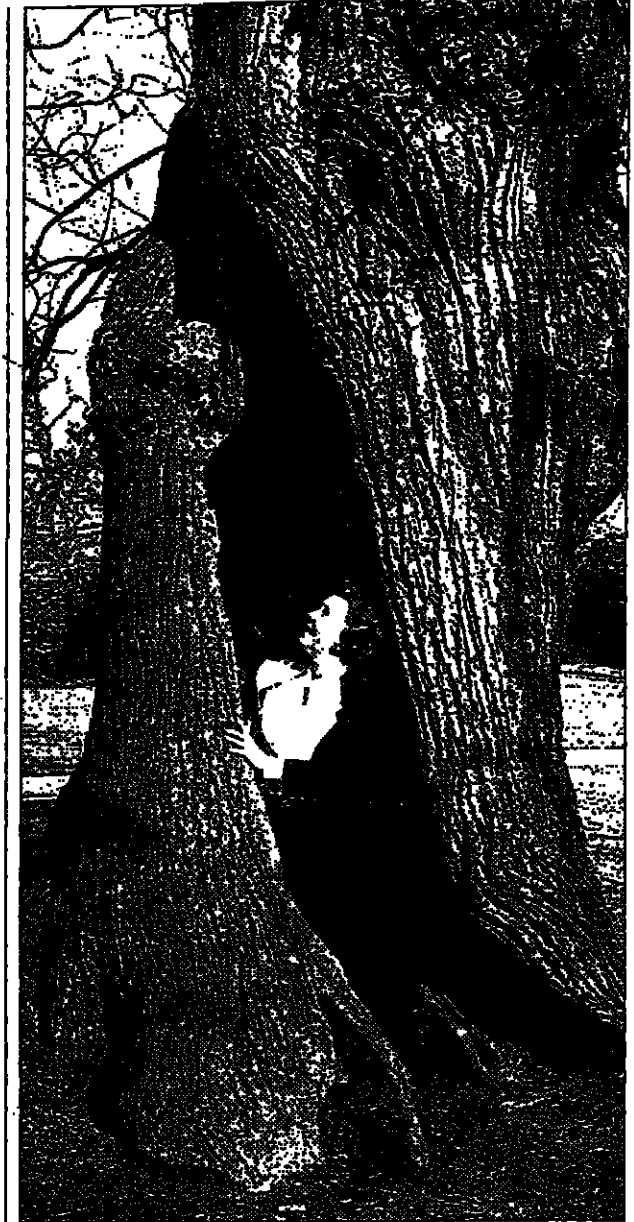
BY ARTHUR LEATHLEY AND ROBERT MORGAN

LABOUR yesterday challenged the government to deny that it had any plans to delay the sending out of poll tax bills by councils until after the election.

Bryan Gould, the shadow environment secretary, tackled Michael Portillo, the local government minister, over reports that senior civil servants had been told to prepare a paper setting out options which would hold up billing for at least a month.

Mr Gould raised the issue, reported in *The Times* yesterday, during debate on the Local Government Finance Bill, which ends the poll tax and brings in the council tax. When Mr Portillo declined to respond to Mr Gould, the Labour MP said: "I think the House and the country will form their own judgment."

The Commons endorsed a



Lady Blatch, the royal parks minister, explores an ancient oak at Richmond park, the 2,470-acre expanse of grass and woodland in southwest London, which yesterday became the first royal park to be designated a site of special scientific interest.

new clause, inserted in the Lords, to close the loophole under which computer records have been ruled inadmissible in magistrates' courts.

Mr Gould said that local councils had been engulfed in the biggest debt collection in the history of the world and accused the government of "amazing complacency" in allowing the legal loophole over computer evidence to remain after it had been detected.

David Blunkett, the shadow local government minister, spoke of the four years of "absolute fiasco" since the poll tax was brought in. There had been one administrative and political nightmare after another and a degree of incompetence never previously experienced. The Conservatives should be ashamed of

the misery which had been caused, he said. Those who now had to pick up the bill for non-payment would know who to blame.

Michael Portillo, the local government minister, said the problem of computer evidence had come to the fore as a result of the efforts made to persuade people to avoid paying the community charge. Labour MPs and councillors had encouraged their constituents not to pay. They had created a culture of non-payment.

Mr Blunkett was embarrassed by that campaign, but the Labour party was deeply stained, he said. Now MPs were dumping those they had encouraged not to pay. They were leaving them in the lurch.

The bill is expected to get royal assent later today.

Why Major and Kinnock will let Europe slumber

There is ankle-snapping aplenty. But still there is a dog which does not bark in this election. Both main parties, for different reasons, are keeping remarkably quiet about Europe. Remember all the fuss before the Maastricht summit in December? For months it seemed there was no other subject in British politics. Since then, silence.

It could have been very different if John Major's nerve had cracked. But it did not and he brought back a deal which he could sell to the Tory party and to Parliament, in that order. It would not have been so quiet now if he had failed, but for the moment Europe is an ex-subject, too very firmly turned up.

It is not going to stay that way. Early in the new Parliament, Britain takes on the presidency of the community. The British prime minister will represent the EC at a summit with President Bush. Into the British presidency will fall crucial decisions about the new European budget package, about reform of EC finances, and about practical help for the East European countries. Before the end of the next Parliament crucial decisions will have to be made about the independence of the Bank of England in keeping open Britain's options for progress to stage three of economic and monetary union.

The latest Mori opinion poll underlined one reason why Labour does not want to raise EC questions. When people were asked which party had the best policies on Europe the Tories outscored Labour by 37 to 19. John Major outscored Neil Kinnock by 55 to 25 as the leader best at dealing with Europe. Mr Major's combination of pro-European rhetoric with strictly pragmatic negotiation appears to be to the public taste.

But there is a more subtle reason than that. Although there are many who com-



plain that Britain's recession has been prolonged, its interest rates have been kept absurdly high and its trade deficit problem has been worsened by having entered the exchange rate mechanism of the European monetary system at DM2.95 to the pound, Labour is rendered speechless on the question.

Encouraged by its success in the 1989 European parliament elections, Labour has displayed all the zeal of the convert, presenting it-



Thatcher: a sceptical voice held in check

self as more eagerly European, more resolutely pro-ERM than the government at every turn. It is part of trying to appear the party for the 1990s.

Officials say that Labour could end the British opt-out from extension of the EC's social policy in a half-hour inter-governmental conference. Mr Kinnock's party would not only adopt the social action programme: it is noticeably more enthusiastic than the government about embracing a single currency and monetary union. Labour cannot offer a contrast to the Tories on Europe, only more of the same. And the Liberal Democrats, although hedging these days on Brussels bureaucracy,

are keener still. The handful of Anti-Federalist League candidates are, on that score, the only alternative.

Labour, too, has its internal divisions. It had more rebels than the Tories in the post-Maastricht debate. The Peter Shores and Austin Mitchells believe that Labour has signed itself up to maintaining an indefensible exchange rate and abandoned the freedom of manoeuvre of a future Labour Chancellor. The City is convinced that a Labour government, locked into the ERM and without the confidence of the markets, would be forced into hefty increases in interest rates.

The Tories, apart from Michael Howard's accusations that Labour's adoption of the social action programme would impose a £6 billion costs penalty on industry, are keeping very quiet on Europe. Their problem is that many of the sternest critics of the ERM and of the high interest rates which come with it are on the benches behind John Major, the Chancellor who took us into it despite Margaret Thatcher's misgivings. Many of them feel that a two-point cut in interest rates would do far more than any tax giveaways from the Chancellor in next week's Budget to jerk the British economy back into life. But they know that the ERM rules out such a move.

The government knows that its own Euro-sceptics, including Margaret Thatcher, are quiet only because there is an election to hand and they do not want to be accused of contriving their party's defeat. One of the early tasks for the new Parliament will be the ratification of the Maastricht treaty. Even though the lady herself will be a voice from another place, those who remain, and the new generation Thatcherites, are already working on their speeches. Europe is not a dead issue — merely an issue lying doggo.



Blue Arrow trial costs reach £2.8m

The year-long Blue Arrow trial, which ended last month, has cost £2.87 million in public funds so far. Lord Mackay of Clashfern, the Lord Chancellor, said. The figure included Serious Fraud Office costs, court time and some provision for the costs of acquitted defendants.

He told the Lords that it would be wrong to refrain from prosecuting solely on grounds of cost if proceedings were required in the public interest.

EC aims

Douglas Hurd, the foreign secretary, set out at question time in the Commons the government's aims when Britain takes over the presidency of the European Community in July. He said it intended to complete the single market, prepare for enlargement of the community, support reform and democracy in the former Soviet Union and Eastern Europe, and prepare the ground for carrying out the Maastricht treaty.

Aid for Africa

Britain is to make available £9 million for southern Africa, where drought may cut crop yields by 25 per cent. Lynda Chalker, the overseas aid minister, said. Zambia and Zimbabwe will each get £2.5 million to ease balance of payments difficulties because they will have to import more food. Food is being given for Mozambique and Mozambican refugees in Malawi.

Parliament today

Commons (2.30): Questions: Agriculture, Fisheries and Food; prime minister. Debates on Yugoslavia and on Northern Ireland. Lords (3): Competition and Service (Utilities) Bill, committee, first day.

Liberal Democrats and Labour offer financial advice to Chancellor in run-up to the Budget

Beith calls for £6bn rise in borrowing

By NICHOLAS WOOD, POLITICAL CORRESPONDENT

PUBLIC borrowing should be increased by £6 billion in the Budget to stop Britain sliding into a slump, the Liberal Democrats said yesterday.

Setting his face against tax cuts and decrying the timidity of Labour's rival £1 billion recovery package, Alan Beith, the centre party's Treasury spokesman, said the extra money should be ploughed into capital investment in the public services, education, training and holding down business rates. He estimated that the package would reduce unemployment by 600,000 in two years.

"Our Budget strategy is aimed at turning Britain round and lifting the economy out of this awful recession. Our emergency programme will prevent Britain drifting into depression and 1930s-style slump conditions," he told a press conference.

Mr Beith said his plan to raise the public sector borrowing requirement (PSBR) by £6 billion this year and next was only temporary. After two years, the PSBR would fall back sharply. Tax cuts, unless they were reversed, would mean higher borrowing for years to come.

Norman Lamont, the Chancellor, approaches next week's Budget with a PSBR baseline of £19 billion. This figure, implied in the autumn statement, has been inflated by the length and depth of the recession and the true figure is probably around £22 billion. Mr Beith said his plans for a £6 billion boost to the

economy were over and above a neutral Budget, suggesting that the Liberal Democrats were aiming at a PSBR of around £28 billion. This would compare with a government target of £25 billion if Mr Lamont gives away £3 billion in tax cuts.

Mr Beith said it was impossible for him to be precise about his PSBR level until the Chancellor delivered the Budget. His figure would probably prove to be higher than the government's, but he suspected that all the main parties were looking at borrowing £25-£30 billion. "We are not in the business of producing a PSBR which would cause alarm in the markets or weaken our position in the ERM," he said.

The dividing line between the Tories and the Liberal Democrats rested on their attitudes to tax cuts, Mr Beith said. While the government saw tax cuts as the best way of stimulating the economy and ending the recession, the centre party favoured public investment. With people worried about losing their jobs, and further depreciation in the value of their homes, they would be inclined to save any extra money given to them by the Chancellor. Extra public investment would go straight into the economy, helping the ailing construction industry.

"Borrowing for temporary investment programmes is far more prudent than borrowing to fund tax cuts, which are geared to con-

sumption and which will permanently weaken the state of the public finances." Any Budget tax cuts would be restored by a Liberal Democrat government and it could not rule out increasing the basic rate of income tax to 26p to pay for the £2 billion education component of the package.

Paddy Ashdown, the Liberal Democrat leader, said Mr Lamont would have three priorities in his Budget: votes, votes and votes. His party was interested in recovery, investment and jobs. It would spend about £5 billion extra on measures such as repairing school buildings, building new houses and hospitals, modernising the railways and training the unemployed. The package would include £800 million to hold down business rates.

In addition, the education budget would be increased by £2 billion. The gross cost of £7 billion would be cut to £6 billion by savings in unemployment benefit.



Beith: going to work on the economy with the Liberal Democrats' recovery package

Tax cuts 'squander the seedcorn of the future'

By PHILIP WEBSTER, CHIEF POLITICAL CORRESPONDENT

THE shadow chancellor called yesterday for a Budget for investment, pledging that he would operate on the level of borrowing he inherits from the government. John Smith, who confirmed that he would be presenting his own taxation and spending plans on Tuesday, March 17, almost certainly after the election campaign has begun, also urged an immediate interest cut of 0.5 per cent.

Again trying to draw a stark contrast between the government's expected tax cuts and Labour's preference for spending available resources on public services, Mr Smith said a tax cut bribe was being offered by a Conservative government "that is living on borrowed money and borrowed time".

Mr Smith, who refused to be drawn on the detail of Labour's plan to introduce a top rate tax of 50 per cent and to abolish the ceiling on national insurance contributions, said that Labour's commitment to increase child

benefit and pensions would be met in full.

He was more explicit than before on his readiness to accept the public sector borrowing requirement set next Tuesday by Norman Lamont. "When we win the election there will be a PSBR in place. We will operate on the basis of what it is," he said.

Mr Smith said that borrowing to cut taxes was squandering the seedcorn of future growth. "It deliberately encourages consumption not investment and is an untimely and ineffective way to promote economic recovery," he added. "Borrowing for investment ensures that we do not slide further and further into debt. Instead we create the productive capacity which provides the means to pay off our debt."

He denied that a Labour government would mean a long period of deficit financing. Deficits were sometimes necessary, he said, but borrowed money had to be repaid. Borrowing to invest at

least provided the means by which they could repay. "The choice before the electorate now is very clear. Do we have a budget for consumption... or do we have a budget for investment which will lay the foundations for sustained growth and employment?"

Mr Smith again set out Labour's plan for manufacturing investment incentives, which he said would pay for itself, a new skills fund and temporary work programme for the unemployed, which would come out of the £1 billion recovery programme already promised, a phased release of capital receipts held by local authorities from the sale of council houses and a scheme to provide finance for small manufacturing companies which would be funded by the abolition of the business expansion scheme.

Mr Smith told a news conference that any borrowing should be aimed at encouraging business investment and expansion to create long-term wealth.

Tories find support in City forecasts

By NICHOLAS WOOD, POLITICAL CORRESPONDENT

THE Conservatives launched a renewed assault on the Opposition's economic credibility yesterday by citing City forecasts showing that on seven key indicators of prosperity a Labour government would do worse.

Peter Lilley, the trade secretary, said that according to the forecasts, published by 15 analysts over the past two years, growth and share prices would be lower under a Labour government. It would drive up unemployment, public sector borrowing, interest rates and inflation and widen the trade deficit. Mr Lilley derided the sustained effort by the Opposition's Treasury team to court City opinion at boardroom lunches. "After two years of Labour's prawn cocktail offensive, the City knows all about Labour's policies. Its conclusion is a definitive thumbs down," Mr Lilley told a press conference.

The Tories published a report detailing the forecasts prepared by groups such as Hoare Govett, Credit Lyonnais, James Capel and London Business School. Chris Patten, the party chairman, said the forecasts were independent and that Central Office researchers had not been selective in their compilation. "What those forecasts show is that Labour policies would produce a worse outcome

than Conservative policies on the seven key indicators of economic success."

On economic growth, for instance, the average of forecasts from 11 analysts showed that for the first two years a Labour government would out-perform a Conservative one. But by year three, the economy would be growing 0.4 per cent faster under Tory management, rising to 1.2 per cent by year five. Interest rates would be 2.5 per cent higher under a Labour government, according to an average of forecasts from ten analysts. By the fifth year of a Labour government, inflation would be 3.9 per cent higher than under a Tory one.

The forecasters have more confidence in Labour's ability to tackle unemployment, predicting that after three years in power the dole queues would be 20,000 shorter than under the Tories. But after four years, the jobless tally would be 142,000 greater under Labour. These figures are heavily influenced by inclusion of the forecast from the monetarist Liverpool Macroeconomic Research, which predicts that unemployment would be three million higher under Labour after five years. No other forecaster is anything like as pessimistic.

Spending policies attacked

By JOHN WINDER

THE government was accused in the House of Lords last night of spending money as if it were about to become obsolete. Lord Peston, a Labour spokesman and an economist, said that an incoming Labour government would have to bring the nation's finances under control as an immediate priority.

Opening a debate on the economy, he said that in a few weeks a Labour government would be faced with a "worst case scenario" and had to base its policy on that, rather than the prime minister's assertion that things were improving. Extra spending on health and education would have to come after they had the money and not before, as with the present government.

Lord Brabazon of Tara, for the government, said it had laid the ground for a return to sustainable growth. He added: "I would not deny that the relative position of the United Kingdom has fallen back a little as we have started this decade by going into an economic downturn earlier than other European countries."

SNP wins boost in popularity

By KERRY GILL

THE Scottish National Party's popularity has risen to 30 per cent, its highest rating for more than two years, leaving the Tories trailing 12 points behind, according to an opinion poll conducted by Market Research Scotland for Grampian Television.

The SNP won 11 parliamentary seats in October 1974 on a similar percentage vote. However, support for independence has fallen to 30 per cent. In January Scottish support for independence reached 50 per cent at the expense of Labour's call for devolution, and led to bitter confrontations between the SNP and Labour, much to the delight of the Scottish Conservatives.

Last night the Tories were able to take heart from a 25 per cent vote for the constitutional status quo in Scotland but were obviously disappointed that their vote, which has stabilised over the past few weeks in the low twenties, had fallen. Labour's vote was 29 per cent and the Liberal Democrats polled 12 per cent.



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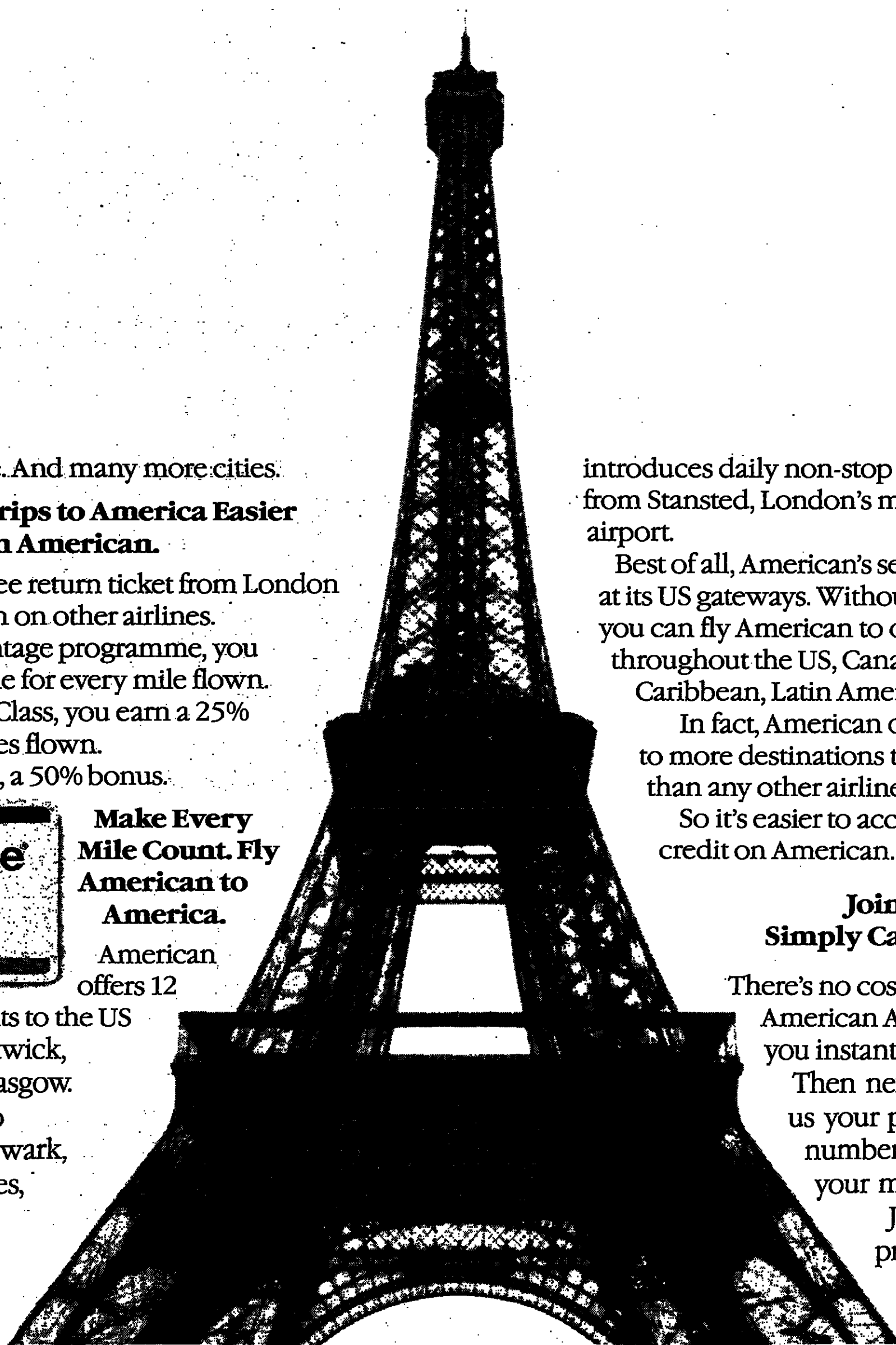
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Parties agree on multirace cabinet for South Africa

FROM GAVIN BELL IN JOHANNESBURG

SOUTH Africa's principal pro-reform parties have agreed to form an interim, multiracial cabinet pending the adoption of a new constitution. The accord was announced yesterday by Barend du Plessis, the finance minister, who hailed it as an important breakthrough in negotiations between the government, the African National Congress, and 17 other parties.

The appointment of an interim executive was agreed by the working committee at the Convention for a Democratic South Africa (Codesa), and would be given legal authority by parliament through amendments to the constitution or legislation. Ministers would be appointed by consensus among the parties, rather than by the president.

Somalia fighting dies down

FROM ASSOCIATED PRESS IN NAIROBI

A DAY after clan warlords pledged to observe a ceasefire they ignored for more than two weeks, only small-scale fire was reported yesterday in Somalia's embattled capital of Mogadishu.

On Tuesday, interim President Ali Mahdi Muhammad and his arch-rival, General Muhammad Farrah Aidid, pledged to take immediate steps to observe a UN-brokered ceasefire signed in New York on February 14.

The accord aimed to end a war that has killed or wounded more than 30,000 people — mostly women and children — since November 17. Hundreds of thousands more have fled to the barren countryside.

General Aidid and President Ali Mahdi agreed to have UN teams monitor the ceasefire on each side, but differed on whether the observers should be military or civilian. James Jonah, a UN undersecretary, said on Tuesday that a UN team would visit Mogadishu next week to work out the details and was confident remaining differences would be resolved.

The United Nations plans to send \$12.5 million (£7.5 million) worth of food and medicine to Mogadishu, but not until a ceasefire holds.

The warlords represent rival factions of the Hawiye clan and the United Somalia Congress which ousted President Siad Barre a year ago.

While the need for transitional power-sharing has been generally agreed and various proposals have been put forward, the document represents the first formal accord on this step towards multiracial democracy. It will be submitted to party leaders for further discussions and possible ratification at the next Codesa plenary session, which is expected to take place between April 9 and April 16.

The progress is in line with the desire of the African National Congress and the ruling National party to institute some form of executive power-sharing by the end of the year. Mr du Plessis, the government's senior representative on the working committee, said that the accord signalled a willingness by Codesa to work on the basis of consensus: "To talk and talk until we agree."

Mr du Plessis, recalling that a bill proposing to co-opt blacks into the cabinet was withdrawn by the previous administration of President Botha in the face of strong opposition, said: "The climate is very much different today. To avoid any notion of co-optation, the main objection then and now, and to remove any shadow of doubt, there is to be a procedural agreement on how to make appointments to the cabinet and to adhere to the present constitution... as well as agreement at Codesa as to how it will take place." He anticipated that the agreement would encourage the resolution of other issues, such as an interim legislature, a bill of rights, and political violence.

The urgent need to settle the violence was underlined by a report by the Human Rights Commission, which recorded 2,582 deaths last year in politically related violence in black communities. The death toll in January this year was 104. The worst flashpoints have been townships in Natal and around Johannesburg, where Zulu supporters of the Inkatha Freedom party are locked in a power struggle with residents broadly sympathetic to the ANC.

About 100 deaths in 1991 resulted from action by the security forces, the commission said, a substantial reduction from more than 300 in the previous year. "While the deaths and injuries inflicted by the security forces are still at an unacceptable level and are to be deplored, it is clear that the nature of their methods by various commissions of enquiry has had its effect," it said.

L&T section, page 5



Fire power: a Kenyan paramilitary policeman strikes an anti-government demonstrator with his rifle in central Nairobi yesterday. Hundreds went on a looting spree in a second day of protest at police treatment of women calling for release of political prisoners

Tourists seek safety as Nairobi rioters stone whites

FROM SAM KILEY IN NAIROBI

THE Kenyan government yesterday published details of a bill to amend the constitution and reduce drastically the powers of the president, as looters rampaged through central Nairobi for the second day, smashing shop windows and stoning cars driven by

affluent whites and tourists. The rioting started on Tuesday after the police used tear gas against women who were staging a hunger strike for the release of political prisoners. Yesterday it degenerated into looting and robbery by youths from the poor districts of Nairobi.

Under the bill tabled by Amos Wako, the attorney-

general, future presidents would be limited to two five-year terms and elected by direct vote. A prime minister would be head of the government, replacing the vice-president as number two, and select his cabinet. He would be appointed by the president, but only with a parliamentary majority.

In the city centre, shocked

tourists took refuge in the lobby of the Hilton Hotel as shops selling fashionable clothes and electrical equipment were broken into on Moi Avenue. Some traffic police joined the looters and raided a sports shop.

Paramilitary police from the notorious General Service Unit were drafted into the worst-hit areas, firing bullets

and tear gas to disperse the crowds.

Irving McRea, an American tourist, watched transfixed as a white Kenyan was attacked in his car. "They are just attacking that man because he is rich," a black bystander said. "All the wazungu (white men) are rich in Kenya," he added, as the Kenyan managed to drive off.

Islamic party is dissolved

FROM LAMINE GHANMI IN ALGIERS

A COURT ordered the dissolution of Algeria's fundamentalist Islamic Salvation Front yesterday, nearly two months since the party was denied almost certain victory when elections were called off.

The decision, made by three judges, two of them women, takes effect in one week but is subject to appeal. The move closed any legal outlet for the party's militants, who want to make Algeria an Islamic state. Stunned silence greeted the ruling. Judge Ziani, who could not have held her position under a front government, announced the ruling. "It's a very heavy decision," said one party lawyer, who was part of a team of six in court for the defence.

Larbi Belkheir, the Algerian interior minister, asked the court on February 9, the day a 12-month state of emergency was declared, to order the dissolution or suspension of the front, accusing it of multiple violations of the law.

Diplomats say that a ban could drive headline front members to violence, operating underground. In its last communiqué before the court order, the party said that those thwarted from the legal path would have every reason to turn to "other means". The front "will draw on... the justice of its cause, the jihad (holy war) of its people", it declared. (Reuters)

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CAIRO NOTEBOOK by Christopher Walker

Madonna eclipsed by crescent moon

The sighting of the crescent moon marks the start of the holy fasting month of Ramadan for millions of Muslims facing pressure from fundamentalists to be more strict in their observance of a custom dating back to the 7th century. In Egypt, Hamdi Sorour, the chief artistic censor, has ruled that, during Ramadan, in addition to the dawn-to-dusk fast, all films by Madonna, and others

as the month during which the Archangel Gabriel imparted the Koran to Muhammad. However, despite the pressure from purists, 20th-century observance is often associated with gluttony in the non-fasting hours, which are passed in party atmosphere. In Egypt, more food is consumed during the month than in the other 11 months of the year combined. Yesterday, the semi-official Cairo press contained government pledges that supplies of flour, sugar and rice would be increased for the fast and that bakeries would work round the clock.

In many parts of the Muslim world, commentators warn of the health risks of over-eating at the iftar, the fast-breaking meal of the early evening, and the sohur, the last meal consumed before sunrise. The Egyptian Mail complained that the principle of identifying with the sufferings of the poor and needy that underlie the fast had been forgotten. Instead, "the sole preoccupation of almost every Egyptian household... is how to amass the greatest quantity of food at the table for iftar".

As with Christmas in the West, television has come to dominate Ramadan. Every night in many Arab countries, special Ramadan quizzes, game shows and soap operas are screened.



that depict "hot sensation" are to be banned. Things are even tougher in many Gulf states. Expatriates are warned that they will lose their work permits if they eat, drink or smoke in public during the fasting hours.

Muslims are also exhorted to abstain from pleasures of the flesh during the fast. In some countries, Muslim transgressors face jail, fines and flogging. Ramadan is observed by about one billion Muslims

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Azerbaijanis flee in face of Armenian marauders

BY ANATOL LIEVIN IN AGDAM
AND OUR FOREIGN STAFF

ABOUT 35,000 civilians are fleeing towards Baku, the capital of Azerbaijan, to escape Armenian militia attacks in the city of Agdam outside the disputed enclave of Nagorno-Karabakh, the charity Médecins sans Frontières said yesterday.

The Commonwealth of Independent States paratroop battalion, having tried to organise an evacuation of forces, was still encamped on the edge of Nagorno-Karabakh, where the Afghan plain sweeps up to meet the Armenian-controlled mountains.

The battalion was sent to Agdam on Sunday to act as an additional escort for the evacuation from the mainly Armenian enclave of the 366th motorised infantry regiment to the main commonwealth military base at Ganja. But the pullback has been postponed because of attacks by Armenian detachments.

According to the paratroop commander, the worst of these took place at Khodjaly airport, as the regiment was trying to evacuate part of its equipment. One soldier was killed and several were wounded. The commander said that the Armenians were trying to seize weapons.

Azerbaijan yesterday accused former Soviet troops of joining Armenian forces in slaughtering Azerbaijanis trying to flee the besieged town of Khodjaly in the enclave. At a Moscow news conference where officials played a videotape showing dozens of corpses of men, women and children, an Azerbaijani presidential spokesman said at least a thousand people died in the attack on Khodjaly.

He said dozens of former Soviet armoured personnel carriers and tanks of the 366th Motorised Rifle Regiment, now controlled by the commonwealth, had surrounded Khodjaly on February 25-26. His only evidence was written accounts by witnesses evacuated to Baku.

A spokesman for the commonwealth armed forces denied the claims. The regiment is prohibited from taking part in any of the military operations on either side. They have been fulfilling this order.

In the past four years, Armenia has repeatedly accused the Soviet army of siding with Azerbaijan, but some Armenians seem to regard the commonwealth forces as their defenders, and civilians are reportedly blocking roads to prevent them leaving Nagorno-Karabakh. Azerbaijanis are convinced that men from the regiment took part in the Armenian capture of Khodjaly, and in the massacre of Azerbaijanis, so the regiment's path through Azerbaijan may not be easy.

The paratroop commander said his orders were to provide an escort so that Azerbaijani forces would not try to seize regimental equipment. He said that the road from Stepanakert had been mined by the Armenians, and that he had no idea when the evacuation would be resumed, but added that his force would be returning to base by Saturday. An officer said that their orders were that if the Armenians continued to block the withdrawal, the paratroops should go in to effect it, by force if necessary.

Military helicopters have been passing over Agdam, presumably evacuating troops, and two deserters from the 366th said that the regiment had been reduced in size over the past few months, and that only a few hundred men are left.

Private Karim Olumjan, an Uzbek, and Agajuma Agamuradov, a Turkmen, said they had deserted from the regiment on February 20 because Muslim soldiers are badly treated there. They said that they had seen Armenian officers taking armoured vehicles from the regiment, and a Russian officer giving orders to fire on the Azerbaijani town of Shusha. They also described an attack by Armenians on their barracks.

Private Olumjan said they had gone to Khodjaly and were there when the Armenians attacked. The two had been in Azerbaijani hands for two weeks, and were surrounded by Azerbaijanis during the interview.

The commander of the Italian army — the Alpine units traditionally recruited from the mountains of the northern regions — has provoked a political storm by saying that too many professional soldiers are southerners, who should not be entrusted with defending the nation.

General Luigi Federici, the recently appointed commander of the Fourth Corps of the Alpine Army based in Bolzano, summoned reporters to voice his concern at government plans to expand the number of professionals in the army to 40,000 from the present 6,800.

He pointed out that 98 per cent of these were southerners, above all from Sicily, Apulia and Campania. "Is it fair to ask them to defend our well-being?" the general asked. He went on to question whether it was right "to delegate our defence to a limited expression of the country".

The newspaper *Corriere della Sera* said the general, a northerner, was expressing concerns felt by many senior officers of the Italian army, which was increasingly depending on professional soldiers rather than national servicemen.

"In case of an army entirely on a voluntary basis," General Federici was quoted as saying, "this would be recruited principally in the south, and there would be the absurdity of an armed force of southerners called to defend the interests of the north."

The general's remarks prompted a barrage of protests from southern Italians, who vigorously denied his suggestion that the elite Alpine had a monopoly over the most glorious moments of Italian military history.

Virginio Rognoni, the defence minister, summoned General Federici to Rome this week to reprimand him for his outburst. "A declaration like that of General Federici is not acceptable," Signor Rognoni told the newspaper *La Repubblica*.

Signor Rognoni said he was happy with plans to slim down the army overall in the aftermath of the cold war and use more professionals in the ranks. "Whatever will be their composition, with regard to the regions of provenance, these

will be soldiers of Italy, soldiers in defence of the homeland as happens in England, and other countries where there is an army exclusively (made up) of professionals or a mixed army."

Outraged by the slur on southern soldiery, the historian Giuseppe Galasso recalled the heavy southern losses sustained on the Italian side during the first world war. "The first world war army was formed of peasants who came in great number from the southern countryside," Signor Galasso pointed out.

General Federici's bombshell was just the latest instance in a growing swell of discontent among senior officers worried by government plans to reduce the number of army regiments.



Walking the line: Erich Honecker, the former East German leader, with his wife, Margot, outside the Chilean embassy in Moscow. Yesterday Bonn called again for his extradition after doctors said that he was well

Wary East Europeans make capital of mark's march

THE counter-espies of post-communist Europe have been active. A dossier has thudded onto the desk of President Havel of Czechoslovakia referring darkly to Deutschmark imperialism and creeping German influence in Bohemia and Moravia. A similar report has been issued by Poland's Office of State Protection. Both the Czechoslovak and Polish security services have been recruiting German speakers.

The Czechs and the Poles, as well as the Romanians, the Russians and, for different reasons, the Serbs are becoming deeply suspicious about German ambitions in Eastern Europe. These fears first arose in 1990, after German unification, and gave way briefly to a new anxiety — that the Germans would be too busy absorbing their eastern provinces to spare a thought for Eastern Europe. Now, as market reforms start to hurt and protectionist sentiment grips the west as well as the east, the "ugly German" is again a useful scapegoat.

For the displaced communists, the influx of German capital is an excuse to play the nationalist card. Privatisa-

Czechoslovaks and Poles feel caught between economic needs and wartime memories, writes Roger Boyes

tion, they say, is merely a means of giving national assets to the Germans; ergo, opposing privatisation is a patriotic duty.

President Havel bluntly dismisses this posturing. "It is a paradox," he says, "that those who betrayed our sovereignty for the past 40 years have suddenly become patriots and defenders of state and nation." He was highly irritated by demonstrators who chanted anti-German slogans when Helmut Kohl, the chancellor, arrived in Prague to sign a friendship treaty.

His view is shared by the more cosmopolitan of the former dissidents who run the governments in Prague and Warsaw and understand that economic reform would have collapsed without German capital. Yet these urban elites have underestimated the an-

xiety about Germany which can be stirred up. In Romania, there is resentment about the ethnic Germans who used to be bought freedom by Bonn during the Ceausescu years; in Russia, there is unease about deals that would resettle the Volga Germans in return for injections of capital; in Serbia, there is the belief that Bonn forced the hand of the European Community in recognising Croatia and Slovenia. In all these countries, national-communists can count on anti-German rhetoric to mobilise pensioners or unhappy workers in struggling state industries. But it is the Czechs and the Poles, with their memories of wartime destruction and concentration camps, who are most fearful.

German companies provide more than 50 per cent of the \$850 million (\$490 million) in foreign investment in Czechoslovakia. Volkswagen has made the biggest investment yet in Eastern Europe, earmarking about \$5 billion by the end of the decade for the Skoda car factory. Again and again German companies have edged out foreign competition. German investment in Poland is also strong, but not as visible as in Czechoslovakia, as it is parcelled off in chunks of about \$10 million. The Germans are therefore not big employers in Poland.

The German presence is more flashily displayed in Prague. President Havel, for example, drives a red BMW. Yet it is Petr Pithart, the Czech prime minister, who has probably come closest to the popular mood, remarking: "We have to ask, what is German capital? Does it have the same geopolitical context as in the 1930s?"

The answer is complex. Capital from Germany is not entirely German capital. The Opel that crowd Warsaw are produced by General Motors. Moreover, German commercial success in the region reflects the skill and sensitivity of the country's businessmen. In Slovakia, Volkswagen has made a point of guaranteeing jobs. It is the political question that continues to nag.

War fear grips Sarajevo

FROM TIM JUDAH
IN SARAJEVO

SARAJEVO, the Bosnian capital, remained tense yesterday after a night of panic fuelled by rumours that Serbs were "marching" on the city. Checkpoints were manned by Muslim militiamen, while Serb militiamen claimed that they were being sniped at by the Muslim irregulars, known as "Alija's army". Alija Izetbegovic, the president of Bosnia-Herzegovina, and a Muslim, said that over the past few days his ethnically mixed republic had "narrowly skirted disaster" but that he felt civil war had been avoided.

Late on Tuesday, Mr Izetbegovic said that it had been "confirmed" that Serbs from the predominantly Serbian town of Pale, ten miles east of Sarajevo, were on their way to attack the capital. This was later denied by Radovan Karadzic, the Serb leader, who said that it was a "terrible lie" to say that he had ordered any such attack. As Muslims were gathering at a police checkpoint on the Pale road, ready to defend the city, reports came through that joint police patrols with the Yugoslav army were to be started. These began in the early hours of yesterday.

Pale is situated within the self-proclaimed Serbian autonomous region of Romanija whose authorities were yesterday reported to have "taken complete control" of the area. In a statement, the authorities said that they "had totally lost confidence in the possibility of a political arrangement with the Muslim people".

Officials were also dispatched to the northern town of Bosanski Brod where several deaths have been reported in clashes over the past few days. Bosanski Brod, which lies on the Sava river between Croatia and Bosnia, was said to be quiet yesterday after talks had been arranged between the warring parties, but there was no independent confirmation of this.

Carreras takes plunge in Bath

José Carreras, the leading tenor, will make his British open-air debut in Bath in June, where he hopes to sing to 15,000 fans. More than 200 performers, including the BBC Philharmonic Orchestra, will take part in the show in the Royal Crescent. It will require 300 technicians and will have taken six months to organise.

Carreras is the last of the world's top three tenors to stage an open-air show in Britain for the growing number of opera enthusiasts. Luciano Pavarotti was drenched during one of the heaviest rainstorms of last year when he sang to 150,000 in Hyde Park. Plácido Domingo appeared in Windsor.

Later this year, Carreras will be the musical director for the opening and closing ceremonies of the Olympic Games in Barcelona.

Prince Felipe, a member of Spain's yachting team and heir to the Spanish throne, has been nominated to serve as the host country's flag bearer at the Olympic opening ceremonies, according to *El Mundo Deportivo* newspaper, which quoted unnamed sources. It said that the prince would be elected provided he can earn a place in the Olympic team at next week's Spanish Cup trials in Barcelona.

President Walesa of Poland will make an official visit to Germany from March 30 to

April 2 at the invitation of President von Weizsäcker. Mr Walesa's office said in a statement yesterday. The visit, which was previously planned for late last year, comes after some Warsaw government ministers suggested that Poland had reason to fear German economic expansion. Trade with Germany accounted for about a third of Poland's foreign trade in 1991.

Actor-director Ron Howard said he felt as though he was stepping back in time when he went to California to film a *Happy Days* television reunion show. Howard, aged 38, who played Richie Cunningham, said he still sees Henry Winkler ("the Fonz") and other cast members. The situation comedy ran from 1974 to 1984.

Kitty Dukakis, training to become a counsellor for drug and alcohol abusers, said she was grateful that her husband, Michael Dukakis, lost the 1988 presidential race. "I would not have been able to get sober had Michael been elected president," she told some 200 health professionals and former addicts. Mr Dukakis, the former Massachusetts governor, has joined his wife on a crusade for universal health care, including coverage for substance abuse. Mrs Dukakis, aged 55, was addicted to diet pills and alcohol and suffers from manic depression.

Austria seeks break from tainted past

FROM ANNE MCELVOY IN VIENNA

GIANT election posters adorning street corners do little to betray the political turmoil afflicting Austria this week as the battle for the post of president gets under way. Austria is anxious to avoid scandal now that Kurt Waldheim, shunned by other world leaders for his dubious wartime past, is to be replaced in the Hofburg palace.

President Waldheim only grudgingly agreed not to stand for a second term after pressure from his conservative backers, who belatedly recognised that it would be diplomatically suicidal for the country to continue with a head of state unable to represent his country abroad. The clear favourite is Rudolf Streicher, who rose from being a toolmaker to become the head of Steyr-Daimler-Puch, one of Austria's largest engineering companies.

Herr Streicher, a Social Democrat, has a reputation as a clean-up merchant in a country trying to shed its reputation for political and industrial scandals while seeking swift entry to the European Community. He was brought in to oversee the notoriously corrupt nationalised industry and he went on to cut an honest figure as transport minister.

The conservative People's party (ÖVP) opposition is fielding Thomas Klestil, a former ambassador to America, but the real interest centres around Heide Schmidt, the candidate of the extreme-right Freedom party which overtook the ÖVP, gaining a quarter of the vote in last year's Vienna elections.

The Freedom party, whose dual platform of anti-foreigner policies and breaking the deadening consensus between the Social Democrats and the conservatives has aroused the interest of voters, is afflicted by scandal after allegations that its leader, Jörg Haider, attempted to

bribe a rival into resigning. The party also has problems in deciding how open it should be about its aims to reduce the number of foreigners in Austria. Frau Schmidt, who represents the acceptable face of the Freedom party, has criticised a statement by one of Herr Haider's aides that Austria was in danger of *Umweltung*, an untranslatable but emotive word, meaning that the influx of foreigners from Eastern Europe was endangering Austria's Germanic identity.

Herr Haider announced yesterday that he would withdraw his support for Frau Schmidt if she did not withdraw her criticism, and that he would resign as leader unless the party gave his line "100 per cent backing" on the road to "total victory".

The newspaper *Der Standard* issued a sober leading article yesterday, a warning of the dangers for Austria in the increasingly dictatorial tendencies of Herr Haider. "Unity for Haider means a corpse-like obedience, acceptance means falling to one's knees before him... this is the new carpet which he intends to unfurl across Austria, and only the voters can now stop him".

Pollution threatens survival

BY OUR FOREIGN STAFF

THE environmental base on which human survival and health depend is threatened not only by world population growth but also by "the way resources are exploited and wastes generated," according to a 270-page World Health Organisation report, *Our Planet, Our Health*.

The report is the organisation's main contribution to the June "Earth summit" conference on environment and development in Rio de Janeiro. It points out that diseases attributable to environment and way of life kill an estimated 37 million of the 49 million people who die each year. About 2,500 million persons suffer from illnesses caused by insufficient or contaminated water and lack of sanitation.

Leading causes of death due to environment include diarrhoeal diseases (more than 3 million young children annually), respiratory infections (3.5 million children), tuberculosis (3 million people), cancer (5 million).

Carlo Ripa di Meana, the European Community environment commissioner, has threatened not to go to the conference unless a permanent home for his environment agency is found. Any decision on this is being vetoed by France, which wants the European Parliament to remain in Strasbourg.

General's bombshell has southern Italians up in arms

FROM JOHN PHILLIPS IN ROME

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our well-being?" the general asked. He went on to question whether it was right "to delegate our defence to a limited expression of the country".

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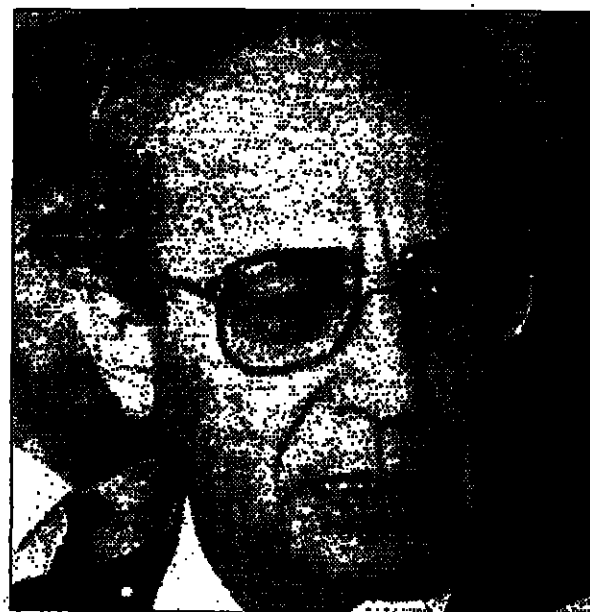
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General Federici's bombshell was just the latest instance in a growing swell of discontent among senior officers worried by government plans to reduce the number of army regiments.



Army discipline: Virginio Rognoni, the defence minister, who reprimanded General Federici

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Buchanan plays to the old prejudices

Peter Stothard, in Atlanta, finds George Bush's campaign ever more beleaguered

The grizzliest rock-and-roll circus in the world left Georgia yesterday: the Secretary of State, Max Cleland, could not resist a comparison between the superstar musicians and the politicians who were also packing their bags. "They go on and on," he said, "Bush, Buchanan, Clinton, Tsongas — The Grateful Dead."

Tuesday's result, in four primary elections and four state caucuses, was a disappointment to those who wanted a quick resolution of this year's feuds. The band of would-be presidents already has the feel of an act that has outlived its time. As the players rolled on to Texas, Florida, Mississippi and Massachusetts, Bill Clinton and Patrick Buchanan were the more graceful, Bob Kerrey and Tom Harkin the more dead. But no one is saying goodbye.

President Bush, the man whose job they are all chasing, looks an increasingly desperate figure as he embarks on his travels again. Thirty-six per cent of Republican voters in Georgia have rejected him, and about 30 per cent elsewhere. It seems he can apologise for raising taxes, sack his arts boss, and say "I care" until his jaw breaks, but nothing will stop the rot of his right-wing support.

In the next week, we may see more departmental sackings; perhaps his old friend Nicholas Brady will be thrown from the Treasury to appease the Buchanan hordes. There will be more White House attacks on the Democratic congress. But voters are unlikely to be impressed by anything other than an economic recovery, the timing of which is now almost wholly beyond the president's control.

Mr Bush wants to be seen to be attacking Washington inertia. Instead, and not unreasonably, he is seen as a figure no less inert than those Democrats at whom he daily jibes. It is no coincidence that the most dead of the presidential candidates are the two men — Kerrey and Harkin — who have plush offices on Capitol Hill; nor that the fastest moving winner in Colorado on Tuesday was former California governor Jerry Brown, the anti-establishment scourge who, unlike his colleagues, may well have actually attended a Grateful Dead concert.

Mr Buchanan has been a big beneficiary of Republican protest. But he has also offered a vision in this campaign, a dream of the days before the 1960s when there were no Japanese cars, when fathers ruled their families, girls wore bobby-sox, and blacks did not play bongo drums in the streets. The White House believes that if the details of his dream of America were better known, the people would be less inclined to vote for him. But how to expose his appeal to racism, anti-Semitism, and rejection of a world role? Mr Bush would rather wait for the problem to go away.

There is assuredly a dark side to Mr Buchanan's support. At an eve-of-poll rally in Marietta, Georgia, I watched while a rabbi, wearing a yellow "Jude" star and carrying an anti-Buchanan placard, moved quietly to the front in order to heckle the speaker. Standing next to him was a young woman who might have emerged fully-formed from Mr Buchanan's idyll: blonde hair, prim salmon-pink dress and white shoes with straps. "What shall we do to the Jew?" she asked her fiancé, "spit on him?"

At the side of the hall, two young Jewish girls were crying. They had been called "Christian-killers", they said.

"For every vote you lose by attacking Jews, you gain twenty", a Buchanan supporter reassured a friend who had expressed his alarm to me at the scenes of T-shirted thugs trying to keep the rabbi from the television cameras.

The response of the challenger, who saw what was happening at least in its broad outlines, was to say: "This is a rally of Americans, by Americans and for the good old USA, my friends." There was a huge cheer.

Many of those who voted for Mr Buchanan had to hold their noses as they made their choice. In another part of suburban Marietta, David Bottoms, professor of English, prize-winning poet and one of the most distinguished new Southern novelists, told me why he had voted for the Republican challenger. "There is nothing more important than that we get rid of George Bush. He and Reagan made the middle class almost extinct. Education is collapsing. Health care is impossible except for the very rich and the very poor. Buchanan may have some unpleasant friends and be a censor of the arts, but because he is the way to boot out Bush, I'm for him."

His lawyer wife, Kelly, used to work for a liberal Democrat Gary Hart. Cradling the nine-month-old baby who prevents her working to pay back her \$50,000 student loan, she reluctantly agreed with her husband. "We need fundamental change. Bush has to go."

Mr Buchanan knows, however, that if he is to force Mr Bush out, he must extend his appeal beyond protest. Economic attacks on the president can only take him so far. Even to be nominated at the Republican convention he needs to win five states outright — and so far he has none.

He has now firmly wrapped himself in the uniform of the Southern confederacy. He uses civil war slogans, telling a victory rally on Tuesday night that "the truth crushed to earth shall rise again". His supporters treasure tattered banners from New Hampshire as though they were bullet-holed relics of Bull Run. As he heads for the "Super Tuesday" states of Mississippi, Louisiana, Texas and Florida, he will inevitably be tempted to increase his attacks on favouritism for blacks in employment, education and the electoral process itself. The distinction between "America First" and xenophobia may be clear to Mr Buchanan's acute debater's mind, but to many it is not.

Hostility to the state of Israel, a theme of the Buchanan campaign, is shared by a wide range of voters. "We cannot nurse it forever," said local Republican candidate Joe Lumpert, standing by an unofficial "Dead Heads" concert at the state capital. "We've got to get the Jews off the land."

It is a curiosity of this campaign that George Bush, the severest critic of Israel ever to occupy the White House, should be so vulnerable to attacks for giving Israel foreign aid, and the impact of this curious state of affairs will be felt well beyond the next few months. Below the level of the presidency, the free-market, internationalist, pro-Israel wing of the conservative movement is in a bitter battle with those whose older brand of conservative thought, born out of religion, protection and isolation, is proving such a success.

President Bush, even if he is re-elected, will not resolve that conflict. He is a weakened man around whom more powerful forces are gathering fast.



Winning the protest vote: Buchanan

After a year in office, the Archbishop of Canterbury talks to *The Times*

The Cross that I have to bear

George Carey reveals to Ruth Gledhill how deeply wounded he has been by the torrent of criticism of his spiritual leadership



Seated in his small first-floor office at Church House, the Archbishop of Canterbury was betraying the strain of a man under fire. The criticism levelled against Dr George Carey from within the Church of England has been the most bitter faced by any Archbishop this century. As we talked, it became clear that he has been deeply wounded by it. He is convinced that God has called him to sit in the marble chair of St Augustine as primate of All England and president of the Anglican Communion. But as his first anniversary in the job approaches, he has yet to prove himself able to lead a united church into the 21st century.

In his first interview with a national newspaper since he became Archbishop last March, Dr Carey laid the ghost of fears that he is theologically not up to scratch. But it is clear that serious questions remain about his ability to steer the church through the rocky straits ahead. Not since the Reformation, or perhaps since Newman decided to go over to Rome more than 100 years ago, has the Church of England faced the potential for such a disastrous split as it does today over women priests. The question of the sacramental ministry of women and Dr Carey's ability to handle the results of the debate this November have provoked the most serious attacks so far.

"Criticism is like a slap in the face," Dr Carey admitted. "It is painful for a moment, but then it fades away. Criticism is the bane of any leader. It is very encouraging for me to look back at my predecessors' careers and see that they have been this way too. People have very short memories. They forget that for 12 years, poor Robert Runcie had at times a terrible fight on this matter." They also forget that an Archbishop of Canterbury has almost no power. All he can do is exhort, encourage and attempt to lead.

In my interviews with Dr Carey and his wife Eileen, on successive days, their loneliness and isolation stood out. Dr Carey has been accused of being naïve, but a more accurate description would be innocent. He is not afraid of criticism or constructive argument, but his tone of self-pity may be inevitable in a unworried man who was asked, much to his own surprise, to take on a job which is at least as much political as spiritual.

"Criticism will come," he said, "and the Cross comes into this, because it is never easy. I was a lay Christian once. It was difficult to speak up for Christ at work and in the Forces. I was mocked there. I have seen my children suffer because of being children of a clergyman. Any ordinary priest will know the financial sacrifice."

Church members crave the kind of leadership from an Archbishop that brooks no doubt. Arriving at Lambeth at the beginning of the Decade of Evangelism and labelled an evangelical with charismatic leanings, he was the focus of great hopes. "There will be those who accuse you if you sit on the fence," he told me. "There will be those who criticise your leadership when you give it. When people ask for leadership, I want to respond there is only one leader of the church, and that is Jesus Christ. We must be submissive to his authority in scripture and in the

church. I find it very sad that there are people who claim they want leadership but are the last to accept it from whatever direction it comes.

"In my present job I think every day, how many bananas-skins are there going to be littering my path. Bananas-skins are not of my making. They come up because you are living in the church which is in the world."

Dr Carey was catapulted to Canterbury after three years as a diocesan bishop at Bath and Wells. His critics have concentrated on his political and social inexperience. Only when our conversation turned to theology did Dr Carey sound really confident, a credit to his 14 years lecturing at theological colleges. As an academic who gained his early qualifications through night school, he is used

to discussing theology on the hoof. He has, however, learnt to his cost that Archbishops must think before they speak. "It is automatic to think theologically when asked for a social or political comment," he says.

He is not angered when he is condemned as a heretic. "I find people jump on things very quickly without looking and checking the context of an argument." When he linked the Tyneside riots to social deprivation, this political naivety brought a sharp response. "I was reacting in that speech to the simplism of a bishop who saw sin in very individualistic terms and was condemning the riots of the time," he explained.

"You really cannot simply condemn people like that. It needs education. The church's response to education began in that way. Sin is always social.

Adam and Eve is a social thing, it affected other people."

Dr Carey's evangelical beliefs are uncompromising. "A church which wants security in worldly terms is not really a New Testament church. The present difficulties of the Church of England — facing the ordination of women, facing critical economic issues — call for a level of commitment and faith from the church which is going to be very daunting but which is also going to be very inspiring. Congregations are going to be tested as to their commitment and to the depth of their faith. Congregations which respond accordingly will grow."

From the time of Edward III in the 14th century, the Archbishop of Canterbury has taken precedence as the most senior peer after the Royal Family. As Dr Carey himself frequently

observes, it is remarkable that one of five children of a hospital porter from a working-class background in London's East End should rise to such an exalted position. But before he even arrived at Canterbury, he was in trouble, with his comment in *The Reader's Digest* that it was "a most serious heresy" to insist that women could not represent Christ at the altar. Evangelicals and Anglo-Catholics, united in the belief that women should not be ordained, still wonder at his outspokenness.

His remarks about Tyneside were followed by a speech which called for tolerance towards the Muslim outburst over *The Satanic Verses* and which omitted to condemn the death sentence hanging over Salman Rushdie.

The latest show of discontent with his leadership came last week when 37 peers and MPs wrote to Dr Carey alleging that the clergy are "divided on the big issues of faith" and calling for a ten-year moratorium on the question of women priests. While the signatories insisted this was not a personal criticism of Dr Carey, there is no doubt that the letter was perceived as such by many parochial clergy and churchgoers. Dr Carey's response, rejecting the call for postponement and painting a more positive picture of the church, was magisterial in its content but still failed to satisfy some of his more determined critics. No matter what he says or does, say his friends, some groups will continue to undermine his ministry.

It became clear as we spoke that Dr Carey's advocacy of women priests will continue to be forthright. Blatantly, even if he negotiates this difficulty away, he could still come to grief over homosexuality, social policy or relations with Rome.

As his first year in office nears its end, Dr Carey is beginning to comprehend fully the size of his task. If he continues, as he may, to his 70th birthday, he could be in office until November 2005. It is still not clear that he will be able to hold the church together, but could anyone else?

A vital influence on the Archbishop is his wife, Eileen. We spoke as she walked from Boots in Victoria Street across Lambeth Bridge to their small flat in Lambeth Palace. No one recognised her. She had been buying throat lozenges for him, as he was having trouble with his voice and had to deliver a sermon in the Falkland Islands. Her thoughts candidly turned to the shock experienced by both of them at the intensity of the attacks on him. "One's got to be honest and say that when you come into this job, you have no idea of the high profile of it. It is such a quantum leap from being a diocesan bishop."

"Being a rather simple soul I thought after the initial press conference that it would all die away, that it was a nine-day wonder. I did not realise that people would be interested in every word George uttered. Some very good reporting goes on and the church must have a high profile, but I do not like seeing things that aren't true."

She added: "People have said he has made gaffes. He is very, very able. If he has got any faults, it is that he is too open. But in the ordinary world out there, that is no bad thing."

Like his predecessors, George Carey may find his strength only appreciated after he has laid down his crozier.



...and moreover CRAIG BROWN

Jan 1, 2027. In the new year's honours list, Sir Michael Jagger joins Lord Richard of Summerdown in the House of Lords, where he is welcomed by the Leader of the House, Lord Lloyd Webber of Broadway. The 52-year-old Lord Jagger of Bognor says that he is "delighted" and that he hopes to use his position "to fight not only for the rights of rock stars but for all old people". Lord Jagger, well known in the latter half of the last century for such delightful old melodies as "Street Fighting Man" — often to be heard in period television dramas — believes that rock music "will never die, so long as the present level of arts council funding continues to increase".

March 4, 2030. With sales of "rock" music now accounting for less than 5 per cent of the market — mostly to schools, museums, colleges of further education and recycling projects — the A-level board announces that the time has come to set it as a subject for examination in schools. Within a period of, say, 15 years, it is hoped that almost as many pupils will wish to take an A-level in rock music as at present plump for Latin, ancient history or medieval studies.

Sample examination questions are: (a) Give an eyewitness account of Cliff Richard's performance of "Congratulations" in the 1968 Eurovision Song Contest. (b) It is a little known fact that the present President of the United States, Michael Jackson, was once a pop singer.

Give the titles any three of his records, translating the choruses of any two of them into modern English.

(c) Who or what were: (i) a disc jockey, (ii) a juke box, (iii) 45rpm (iv) boogie, (v) rap, (vi) Radio 1, (vii) (for advanced students only) Tony Blackburn? (Examinees may find it useful to employ maps and/or diagrams in answering part vii).

December 16, 2034. On television's long-running *Antiques Roadshow*, a member of the public produces an object that his family has been using as a dishcloth for nearly half a century. After consultation with the relevant encyclopaedias, an expert pronounces it an authentic "Sid Vicious" T-shirt (c.1977), and estimates its probable value at between six and seven million pounds, equivalent to the price of a new T-shirt. May 23, 2035. To celebrate the anniversary of King Charles III's accession, the choir of King's College, Cambridge, sings an old and little-known hymn from the revised edition of *Hymns Ancient and Modern*, "Cam On Feel The Noise". Dr Carey, a past Archbishop of Canterbury, The King, who had specially requested a song "in keeping with the antiquity of the service" is said to be "delighted".

September 9, 2036. Senior citizens complain that their kind of music is scarcely represented on television or radio. "All you hear these days is young people's music such as opera, violin

concertos and symphonies," says their spokesman, Old Man George, 76, formerly Boy George, a pop singer. "There are plenty of old folk who'd welcome a good old-fashioned drum solo or electric guitar break now and then. But what do we get? Tunes. It's an outrage."

January 10, 2040. BBC2 announces a major new Sunday afternoon costume-drama set more than 60 years ago and provisionally titled *The Chronicles of the Sex Pistols*. One hundred young actors and actresses are being taught the period dance, "the pogo", and the elderly Lord Rotten, 82, former chairman of the Arts Council, has joined the team to act as a consultant on training in the charming old custom of "the gob". "It's lovely to be able to dress up in these magnificent costumes," enthuses one young actor, whose own costume includes 10 tears, 14 chains and 12 safety-pins. "It brings back the more refined and leisurely atmosphere of yesteryear."

July 17, 2041. As a result of a survey showing that the average age of those attending the bi-annual series of Old Time Pop concerts at the Royal Albert Hall is 76, the government pledges financial support for the Pop Trust, a group encouraging an appreciation of pop music in the young. "The young today have no interest in our Heritage," complains the secretary, Sir George Michael, 79. "They just play their radios quietly and go about their own business. It's an absolute disgrace."

Longford framed

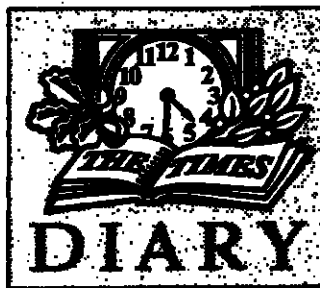
Portrait painters and their subjects tend to develop a close relationship over time — even when one of them is serving a hefty sentence at Her Majesty's pleasure and the other is Her Majesty's most idiosyncratic peer. Eddie Richardson, jailed in 1967 for membership of a gang of gruesome South London torturers, has completed a head and shoulders portrait of Lord Longford.

The peer is one of Richardson's most regular visitors at HMP Fulford. He is serving another sentence for attempting to smuggle £50 million worth of drugs into Britain. In the latest issue of *Inside Time*, he writes: "I was recently given the opportunity of painting a portrait of Lord Longford... It is a shame we have not got a few more Lords like him."

Lord Longford is delighted with Richardson's effort. "I think it is marvellous. Eddie has only been painting for eight months, and one former head of an art college said he liked the painting. This is a tribute to the prison system."

But Longford was unperturbed by his portrait painter's fearsome past. "I have a great liking for Eddie. He is a man of many parts who has also had poetry published. He was doing well until he was jailed most recently, and I gave evidence at his last trial on his character — not that it did him much good."

Britain's lion — the logo for the six-month presidency of the EC beginning in July — is in search of a name. Nearly 500 suggestions have been submitted to a competition run by BBC's children's programme *Newsround*. They include such names as Winston,



Pride and Big Kind Flups, (spelt from the first letters of all 12 EC countries). The winners can look forward to a tour of the Foreign Office with Douglas Hurd, followed by lunch at the Commons with Tristan Garel-Jones. The Foreign Office Junior minister's children had planned to enter, but decided against it when they heard what prizes were on offer.

Bulldozed

IN an effort to appease environmental protesters at the M3 extension over Twyford Down, the transport department has agreed to remove the rare aquatic flowers and plants near the banks of the River Itchen, by digging them up. But the department had overlooked a law of botany: in winter most of the plants are invisible. So for several days, scientists from the Institute of Terrestrial Ecology have been staring at the ground and sticking small green sticks in the soil where they think the bulbs are lurking.

In the next few days, bulldozers and diggers will pick their way across the meadow, daintily extracting swaths of earth, before transporting it ten miles down the road to Stockbridge. Richard Tyler, assistant director of Hampshire Wildlife Trust, says the

chance of locating the bulbs by this "botanical lucky dip" are slim, and that if any survive the journey it will be "a fluke".

Sob story revived

PREPARE to have your heartstrings plucked and lay in extra handkerchiefs. The life of Sarah Siddons is being recreated on the London stage.

Enter the *Tragic Muse* taken from the title of a portrait of the actress by Sir Joshua Reynolds. She will be staged in the Studio Theatre of the Theatre Museum in Covent Garden next week, and follows her life from impoverished obscurity to international fame as the highest-paid actress on the English stage in the 18th century. Siddons's performances at the Drury Lane Theatre, under the

Poor Mrs Siddons she's crying all the way to the bank



direction of R.B. Sheridan, regularly reduced the audience to hysterical tears: women were often carried from the theatre in convulsions, and even some fellow actors were left sobbing by her tear-jerking talents. Demand for smelling-salts soared wherever Mrs Siddons trod the boards.

Dished

A LIVE satellite link between the Bafta Awards ceremony in London and a celebrity party in Hollywood has been cancelled, much to the chagrin of Britain's fledgling film community in Los Angeles. Last year's simultaneous celebrations, attended by Shirley Maclaine and Robert Mitchum, helped to boost the prestige of the British film industry in America, say LA-based members of Bafta, adding that the British awards will now go almost unnoticed in California.

David Frost had been lined up to host the dinner at LA's Bel Age hotel, but London Weekend Television and Bafta in London complained that £50,000 for the satellite link-up was going to prove too costly.

Peter Beale, the co-chairman of Bafta in Los Angeles, says: "This is a blow for the British film industry in Hollywood. For the first time, Hollywood executives saw the importance of the Bafta awards. The cost would hardly have been enough to pay the caterers for a day on a Hollywood film set."

Or could it be that Bafta has made its award ceremony so cripplingly long-winded that nobody in Los Angeles can face it?

Chris Patten now has incontrovertible proof that he did not simply make up the expression double whammy, the much-mocked slang used on the Tories' new advertising poster. *Pride of place* on his desk at Conservative Central Office is an obscure novel, published in the United States, which bears the now infamous title: *Double Whammy*. It was not a bestseller. Written by Carl Hiaasen, the title's strap-line warns: "Fishing can be murder when you use a double whammy." So can advertising.



SAVING GADAFI'S FACE

Colonel Gaddafi is trying to avoid complying with the United Nations Security Council's order to hand over the Lockerbie suspects for trial. For the past month Libya has defied the world with different and contradictory proposals. These include holding a trial in Libya; inviting a panel of elder statesmen to Libya to examine evidence; sending the men to a "neutral" country for trial; and, most recently, extraditing them to America on condition that Washington restore relations with Tripoli and drop all threats of subsequent penalties.

Such deviousness parallels that of Gaddafi's fellow dictator, Saddam Hussein. The best that can be said of both is that isolation appears to be exercising some leverage at last. To their credit, Britain, France and the United States have stood firm and insisted on full compliance with their original demands. Endorsed by the security council, these are non-negotiable. Unless Libya complies, it runs the same risk as Saddam of incurring a panoply of punitive sanctions.

That is a prospect that clearly frightens Colonel Gaddafi. For all his bluster and threat to set Libyan oil wells ablaze, he has seen what air strikes can do, and knows that UN sanctions could hurt his sparse, oil-dependent country. He knows that he cannot shrug off the Lockerbie outrage as he has other terrorist accusations. The world wants proof that he has turned over a new leaf, in the form of unconditional compliance in bringing those responsible to justice. Whereas Libya was able after past outrages to rely on Moscow to veto international retaliation, it now has no such protector in the security council. Even China supports tough action.

Libya has tried to sow confusion. It first accused the three victim countries of violat-

ing the Montreal convention on air piracy by not following proper procedure. Hours later it conceded the substance of Western accusations, even promising compensation if the men are found guilty. The trend of Tripoli's ever more desperate offers is clear: kicking and protesting. Colonel Gaddafi is being forced towards compliance by international pressure and the laudable resolution of Dr Boutros Ghali, UN secretary-general.

The UN stance has even been supported by Egypt, a country which has much to lose from sanctions against Libya. The Egyptians have carefully restored relations with their unpredictable neighbour, which once incited a mass march into Egypt in a bizarre demonstration of Arab unity. With over a million workers now in Libya, Egypt would suffer from any Western military strike. Cairo has been urging Washington not to send the bombers in again. This option is unlikely, but not so sanctions.

Colonel Gaddafi's suggestion that the accused men should be turned over to the UN itself or to a representative of the secretary-general is not immediately acceptable to the West. It still avoids full compliance with resolution 731, and the UN has no competence to take custody of individuals. But face is important in the Arab world. Insisting that Colonel Gaddafi's regime put the men in handcuffs aboard an American plane could lead to an unnecessary impasse. Handing the men over to either the UN or a third country for immediate transport to Scotland or the United States would be tantamount to compliance, especially if strict arrangements were made for their subsequent arrest. Britain, France and the United States should accept such a formula. Their duty is to enforce justice. The UN must support them in bringing this about.

DIVIDE AND RULE

What is the world coming to? British unions are adopting the traditional strategy of their old class enemy. Every Marxist is taught how the capitalist responds to hard times. He seeks cartel, monopoly, merger and thus needs to be restrained by the state. Britain's unions, like Britain's capitalists, are now going through hard times also, with membership down from 12 million in 1982 to 7.8 million today. They are reacting like old-fashioned monopolists.

The AEUW engineering union and the EPTU electricians yesterday announced that their members had voted by a six to one majority to merge. This followed hard on the decision of Nalco, the local government officers' union, NUPE, the public employees, and COHSE in the health service to join forces. The latter would then become the biggest, and the former the second biggest, British union, larger even than the transport and general workers who recently merged with the railwaymen.

At least the merger of the AEUW and the EPTU has a foundation in logic. These unions represent the rump aristocracy of labour, the skilled working class. Multiskilling is ending the divide between the jobs their members do. The days when employers would hire an electrician to wire up the engineer's lathe have passed. Employers, particularly Japanese employers, insist on single union deals, and these two unions have been ready to give them. The united union will have a mutual interest in winning skill a premium over the unskilled.

No such logic holds for the new public sector union. Its members have in common only one thing: that they rely for their hire and reward on the taxpayer. From now on, these unions will cry with a single voice for ever-increasing public expenditure to maintain their members' incomes. Whether they will be able to put the muscle of collective action behind that cry is more doubtful.

The organisation will embrace everyone from senior town hall officers to cleaners. It will be riven between part-timers and full-timers, between bureaucrats and manual workers, between the more and the less skilled. How are they to formulate a pay claim to suit all their members? The casuistry of the most nimble negotiator will find it hard to sustain a claim for a flat-rate rise for

all his members, with full preservation of differentials.

Capitalism, or at least its custodians, now understands the futility of size-for-size's sake as a response to adversity. When times are hard, a wise company seeks to demerge, decentralise, sell off the peripherals and above all, intensify its ability to compete in the market place.

The same is true of combinations of labour. The successful unions of tomorrow will not bear the incus of expensive head offices, of networks of full-time official researchers, press officers and parliamentary lobbyists. Their "activists" will not waste their time in branch meetings and regional conferences and — pinnacle of the old union world — the union annual conference. They will not subscribe to Labour party funds, machine in constituency Labour parties or keep Congress House in the style to which it has become accustomed. They will not care if a year goes by without passing a single resolution to remit clause untemper to the district executive committee.

They will essentially be staff associations, based in the individual workplace. They will be ideological except in understanding that their members' prosperity is linked to that of their employers. They will uphold individual contracts and workers' legal rights. Some unions have shown that they can create a fruitful atmosphere of collective consultation, as in the deals that have revolutionised old-fashioned industries such as motor manufacture. Such plant-based collectives have been flexible and pragmatic in negotiation, notably in representing individuals in grievance procedures. Worker organisations have a role in updating management, just as vice versa. In this, they have much in common with the specific skill "societies" of the 19th century, before they degenerated into freemasonry of restriction.

Labour organisation in the competitive 1990s is unquestionably in decline. The age of the sub-contractor, the freelancer, the "lump" and the individual contract will see ever less scope for the great combinations of labour. Merger mania will solve nothing. The fate of the unions, as national institutions, will be one every Marxist is familiar with. They will simply wither away.

FLAT BATTERY LANES

The electric bicycle to be wheeled out today by the Heath Robinson of our time, Sir Clive Sindair, sounds like a paradox: one of those inventions, such as brushless shaving soap, that spoil the things they are meant to improve. The self-propelling golf cart takes the purpose out of what was meant to be a healthy walk with ritual humiliations. The portable telephone has chained man to the slavery of his moving chitrap. The exercise bike gets you nowhere fast.

Nevertheless Sir Clive believes the world is ready for its first electric bike. Unfazed by the failure of his CS electric car, which was too small, too slow, too silly and continually ran out of electricity, Sir Clive says that his electric bike has major innovations in materials, battery and motor. Today will reveal whether it is a poor man's motor bike or a Frenchman's motor-assisted bicycle.

The social history of the bike has been bumpy. Utopian notions of vehicles with two or more wheels propelled by the muscular effort of the rider or riders are as old as the bas-reliefs of Babylon. Leonardo drew but never built one. Frenchmen made the first velocipede in 1799. It consisted of a wooden bar rigidly connecting two wheels placed one in front of the other, and was propelled by the rider seated astride the bar, pushing against the ground with his feet. Enterprising doctors at once recorded new diseases of the legs and other fundamental parts.

In Britain the first bicycle was known as the Hobby Horse. Ladies' and gentlemen's

versions differentiated between the sex that was allowed to show a leg, and the other one. From the beginning of the century it was a vehicle of liberation for the middle-classes and lappers. Later the bicycle became the cheapest and most autonomous transport for the working man.

Recently the machine has become expensively fashionable again: the collapsible with tiny wheels for carrying in the Tube, or the mountain bike for city-dwellers to pretend that Highgate Hill is the Pyrenees. There is an unwholesome self-righteousness about many cyclists, with their crash-helmets and gasmasks against exhaust fumes, their games of chicken with buses and taxis, their silent menacing of peaceful pedestrians on footpaths. Bicycling has become an ideology.

Until now the bicycle has been mechanical but unpowered, propelled by muscles. To give it an electric motor is an outrage. It threatens to take away one of the first triumphs of childhood. It puts the British still more at the mercy of electricity, with which they are already uneasy. It would not have been the same for Norman Tebbit's father, when he lost his job, to have got on his bike, and purred off without the puff of masochistic self-improvement. Bicycling is the nearest that a human can come to flying like a bird. Cycling is the most efficient use of energy for generating movement in the solar system. If bikes were meant to be electrified, man would have been born with sparking plugs for feet.

LETTERS TO THE EDITOR

1 Pennington Street, London E1 9XN Telephone 071-782 5000

Twyford Down: minister's case for rejecting a tunnel

From the Minister for Roads and Traffic

Sir, Professor Martin Biddle and his co-signatories in their letter (February 29), protesting against the M3 motorway link, assert that the Department of Transport is about to "start the destruction of the River Itchen watermeadows SSSI". The motorway link will only affect about 3.5 per cent of the total area of the Itchen SSSI which is almost an identical amount as would be affected by the tunnel alternative. Sadly it is impossible to complete the M3 on any route without some effect upon environmentally sensitive areas.

The independent landscape advisory committee, in its evidence to the public enquiry, commended the Twyford Down route as the best solution to a difficult problem. The route through Twyford Down enables the existing road to be removed and re-landscaped for the benefit of the people of Winchester. There are significant other benefits from early completion of the scheme. Lives and serious injuries will be saved and pollution and delay will be reduced.

Wessex Archaeology in its report last month on "Archaeology and the M3" stated that as a result of its work "it was clear that overall the preferred route for the M3 was likely to be one of the least damaging to surviving remains in an archaeologically rich landscape".

The European Commission accepts that it is not for them to assess the relative merits of alternative schemes. They allege that a non-technical summary of the environmental assessment was not published. The Twyford Down Association conceded to a High Court judge in October 1990 that even if there had been such a technical breach (which the government denies) no prejudice had been caused.

Friends of the Earth have publicly argued that there is no need to upgrade the A33 at all. Others, including you, Sir, are arguing that it is reasonable to spend a further £85 million (in fact it would be £100 million) of taxpayers' money on a tunnel. I disagree.

A tunnel would itself be environmentally intrusive, with the need for portals of a greater diameter than for the Channel tunnel and with permanent lighting. Thousands of tons of hard rock would also have to be quarried to make the linings.

Furthermore, to change to a tunnel scheme would necessitate a fifth controversial public enquiry and prevent completion of this vital road link until beyond the year 2000.

Yours faithfully,
CHRISTOPHER CHOPE,
Department of Transport,
2 Marsham Street, SW1,
March 4.

From Mr Nicholas A. Field-Johnson
Sir, As a resident of south Hampshire, I took great exception to the claims made by Professor Biddle and others. First, Twyford Down compared to many other areas in the New Forest and Hampshire, is not particularly an area of exceptional beauty — except in the eyes of a few elitist environmentalists and butterfly enthusiasts.

Second, Southampton has grown to become a major industrial and commercial centre without a major transport artery to the north. I, like many other residents, commercial travellers and truck drivers, have spent many hours in traffic queues and jams at this bottleneck at the Winchester bypass. It is a disgrace that the proposed M3 extension outside Winchester has not been completed earlier.

At a time of severe economic recession, the environmentalists suggest a "white elephant" tunnel alternative which would add further delays and costs. It is time these people stopped their moaning and worked to keep Hampshire moving.

Yours faithfully,
NICHOLAS A. FIELD-JOHNSON.

Lepe House,
Lepe, nr Exbury,
Southampton, Hampshire.
March 1.

From Mr Nigel Seymour

Sir, In advocating that an M3 tunnel should be built under Twyford Down, you remind us that Margaret Thatcher insisted that British Rail spend over £100 million to build tunnels for environmental protection on its planned high-speed link. "What is right for BR", you argue, "must be right for the transport department".

The principle is sound. But it raises the question: "How much is it right to spend on tunnels, for either road or rail, purely to protect the country-

side?" This question has not so far been adequately evaluated, especially in relation to the proposed rail link. To my mind, all the schemes for the link evaluated by consultants had excessive lengths of the route in tunnel.

The enormous expense involved, especially for tunnels under London, was the main reason why the Euro-rail scheme proved impossible to finance. Yet the Ove Arup route, chosen by the government last October, also has excessive lengths in tunnel — and is thus even more expensive and non-viable.

One could reverse your argument and say: "If there is to be no tunnel under Twyford Down, in the context of a public-sector project, why should there be enormous lengths of tunnel on a rail route that is to be financed (if at all) by the private sector?"

Yours faithfully,
NIGEL SEYMOUR
(Transport planning consultant),
63 Edmond Road, W4,
March 2.

From Mr Ted Fredricks

Sir, I am horrified by the misleading picture of Earth First! painted in your report of February 28. "Militant activists join in M3 lobby."

I belong to that organisation and would only be involved in an environmental movement if it was explicitly non-violent. Though Earth First! believes in direct action, this in no way implies confrontation. It is different from its counterpart in the United States, and is born of different concerns and attitudes. In this country, there is no real concept of wilderness, nor do we support the dangerous neo-Nazism or "warrior class" outpourings of Dave Foreman, the co-founder of the US organisation. British Earth Firsters are simply concerned individuals, seeking to involve, not alienate.

Earth First! in this country, does not intimidate individuals: we are working with the local community of Twyford Down, and have not acted against their wishes, or behind their backs, and neither would we do so.

Yours sincerely,
T. FREDRICKS,
South Downs Earth First!
c/o Prior House,
Tilbury Place,
Brighton, East Sussex.
March 1.

research should be covered either by contractual arrangements with purchasing health authorities or by central funding, as in the case of supra-regional (national) specialty work. Separation of research and clinical specialty costs from the overall funding should allow a better identification of the funds needed for the care of London's resident population.

The present annual figure of 80,000 patient referrals into London is likely to decrease, now that money from referring health authorities has to accompany such referrals; but the investment in treatment facilities and in associated research in London remains substantial and the processes of change that will be unleashed will need to have some direction by rational and strategic planning.

Yours faithfully,
ROGER WILLIAMS (Director),
Institute of Liver Studies,
King's College School of
Medicine and Dentistry,
Bessmer Road, SE5.

head of the family is unemployed.

As a student I pay only 20 per cent of the community charge, but my wife having neither income nor social benefits in her name has to find 100 per cent of the local charge. This places near impossible strains on our finances and despite our best attempts we have fallen behind with payments on more than one occasion. My point is that if, as in so many other cases, only the recipients of social benefits are regarded as being the "can't pay", what should be the lot of the adult student with a dependent family who is effectively in a social benefits limbo?

Yours faithfully,
DAVID WOOLLARD-KINGSTON,
59 Stanford Street,
Lowestoft, Suffolk.
February 27.

Churchill and Curtin

From Mr Richard Lamb

Sir, However much one deplores the manner in which Paul Keating has raised the controversy anew (letters, March 3) there was a serious quarrel between Churchill and John Curtin, the prime minister of Australia, in 1941. In my book published last year, *Churchill as War Leader: Right or Wrong* (Bloomsbury), I have given the details and shown that Curtin's anger with Churchill was largely justified.

Curtin's predecessor, Arthur Fadden, much against Churchill's wishes, had insisted that the two Australian brigades cooped up in Tobruk returned home. Their relief was only accomplished on a few moonless nights, with the loss of a mine-layer, damage to a cruiser and two destroyers and two supply ships.

There were further disputes and an Australian cabinet minister, Sir Earle Page, was sent to London. Page attended defence committee meetings and became highly dissatisfied about the defence of Singapore on discovering that Churchill had refused to send modern tanks and aircraft there because the prime minister preferred to supply these to

Russia on seaborne convoys which suffered disastrous shipping losses.

On Christmas Eve 1941, Page cabled to Curtin that the Japanese advance down the Malayan peninsula was becoming a "landslide" and the "only thing which might save Singapore" would be the immediate dispatch of large numbers of fighter aircraft and reinforcements.

This message prompted Curtin to write the signed article in the *Melbourne Herald* on December 27, 1941 (quoted by Martin Ivens in your columns on February 28) which stated that Australia looked to America "free of any pangs as to our traditional links" with the United Kingdom.

The day after Singapore surrendered, in February 1942, Churchill asked for one brigade of the Australian Corps returning from Libya to be diverted to Burma. Curtin refused point blank, insisting they came home. It is a sad tale, and it would have been better if the full facts of the Churchill/Curtin confrontation had been revealed in the aftermath of the 1945 victory.

Yours faithfully,
RICHARD LAMB,
Knighon Manor, Broadchalke,
Salisbury, Wiltshire.

Pirie: forgotten man of athletics

From Mrs Jennifer Gilbody

Sir, Under the heading "Athletics honours Pirie" (February 26) you report the tributes paid to the late Gordon Pirie at the memorial service in St Bride's Church, Fleet Street. As well as his contemporaries, the athletics establishment, both past and present, and the press were well represented.

It is regrettable that this acclaim and recognition comes now, after he has gone, and was not expressed when he was alive. The country he served so well on the world's running tracks thought him unworthy of an honour, while the establishment found no place for his profound knowledge of the sport and his boundless enthusiasm. It must baffle his many admirers world wide that Britain offered him no official coaching post.

The argument was put forward in your sports letters (December 26) that the regular award of honours for sporting achievements did not begin until the Sixties, after Pirie's time. This is not correct.

In the Queen's Birthday Honours list of June 1955, Sir Roger Bannister, a contemporary of Pirie, was appointed CBE for his services to amateur athletics, clearly for achieving the first sub-four minute mile in the preceding year. In the same list, George Headley, the West Indian cricketer, was created MBE.

Picking at random, one finds in the New Year's Honours of 1958 a CBE for Denis Compton (services to sport), a similar honour for Dai Rees (golf) and the MBE for the boxer, Hogan "Kid" Bassey (for his services to sport in Eastern Nigeria).

Rather ironically, the same year Jack Crump, the secretary of the British Amateur Athletic Board, with whom Pirie was often at loggerheads, was appointed OBE for his services to athletics.

Pirie's services to sport far exceeded those of his British contemporaries, athletes or officials. He was a giant of his time and it was his name that drew crowds to the White City and inspired the later Bedfords and Fosters. One suspects that he ultimately paid the price for speaking out and for being of independent mind without the necessary Obridge pedigree. The answers lay among that assembly gathered in St Bride's and ought to be revealed.

Yours truly,
JENNIFER GILBODY,
Crombie, 78 Stopples Lane,
Hordle, Lymington, Hampshire.
March 2.

Sports letters, page 28

Energy resources

From Mr H. E. Wilson

Sir, The current debate about the future of the coal industry prompts the question: has anyone, in or out of government, evaluated the long-term future of Britain's energy resources? Faced with a monumental balance of payments deficit, should we not consider the prospects for the next generation, not just the next election?

Gas may seem a profitable expedient to British Gas and the electricity generators — but electricity generation by thermal power stations is only about 35 per cent efficient in its use of energy. Gas used for industrial or domestic heating is much more energy-efficient. To burn it for electricity generation is profligate. An abandoned deep coal mine can never be re-entered, so to shut down a coalfield is final.

The British Coal campaign a decade ago — "300 years of coal" — was economical with the truth; but how long will North Sea gas last? When can we hope for a clinical evaluation of the long-term energy resources of the UK, uninfluenced by short-term financial and political factors? They will last my time, but I fear for my grandchildren.

Yours etc.,
H. E. WILSON,
The Trees, 81 Belfast Road,
Newtownards, Co Down.
March 2.

Business letters, page 23

Cup not running over

From Mr Jeremy Baylis

Sir, Mr A. Levy (letter, February 28) suggests that French wine is no longer top of the league in terms of quality. To compare a good wine in a lesser vintage with that of a lesser wine in a good vintage is misleading. For the best wine in the greatest vintages the French have no equals.

Yours sincerely,
JEREMY BAYLIS,
11 Church End, Panfield,
Braintree, Essex.

For all seasons

From Mrs A. M. Ross

Sir, Being called a Senior Citizen is bad enough. Now I learn ("Travel firms eye oldies' gold", report, February 29) that I am to become a Seasoned Consumer. Can anyone tell me who thinks of these pretensions and patronising euphemisms? Do those responsible consult the elderly to find out whether or not they agree to be so designated? And what is the rest of the consuming public to be called? Inexperienced? Unsalted?

Yours faithfully,
ELIZABETH ROSS,
37 West Bank Lane,
Hest Bank, Lancaster.
March 1.

Letters to the editor should carry a daytime telephone number. They may be sent to a fax number — (071) 782 5046.

BA cuts pay in regional services

BY HARVEY ELLIOTT
AIR CORRESPONDENT

MORE than 1,000 British Airways staff based in Birmingham, Manchester and Scotland have agreed to cuts in pay and allowances that will cut the airline's salary bill by 25 per cent.

Staff who want to retain their present salaries will have to move to Heathrow or Gatwick. Senior pilots, who have moved from top jobs in long-haul routes to the regions, are earning up to £60,000 a year. They will now have to choose between early retirement, a move to London or a pay cut of about £8,000.

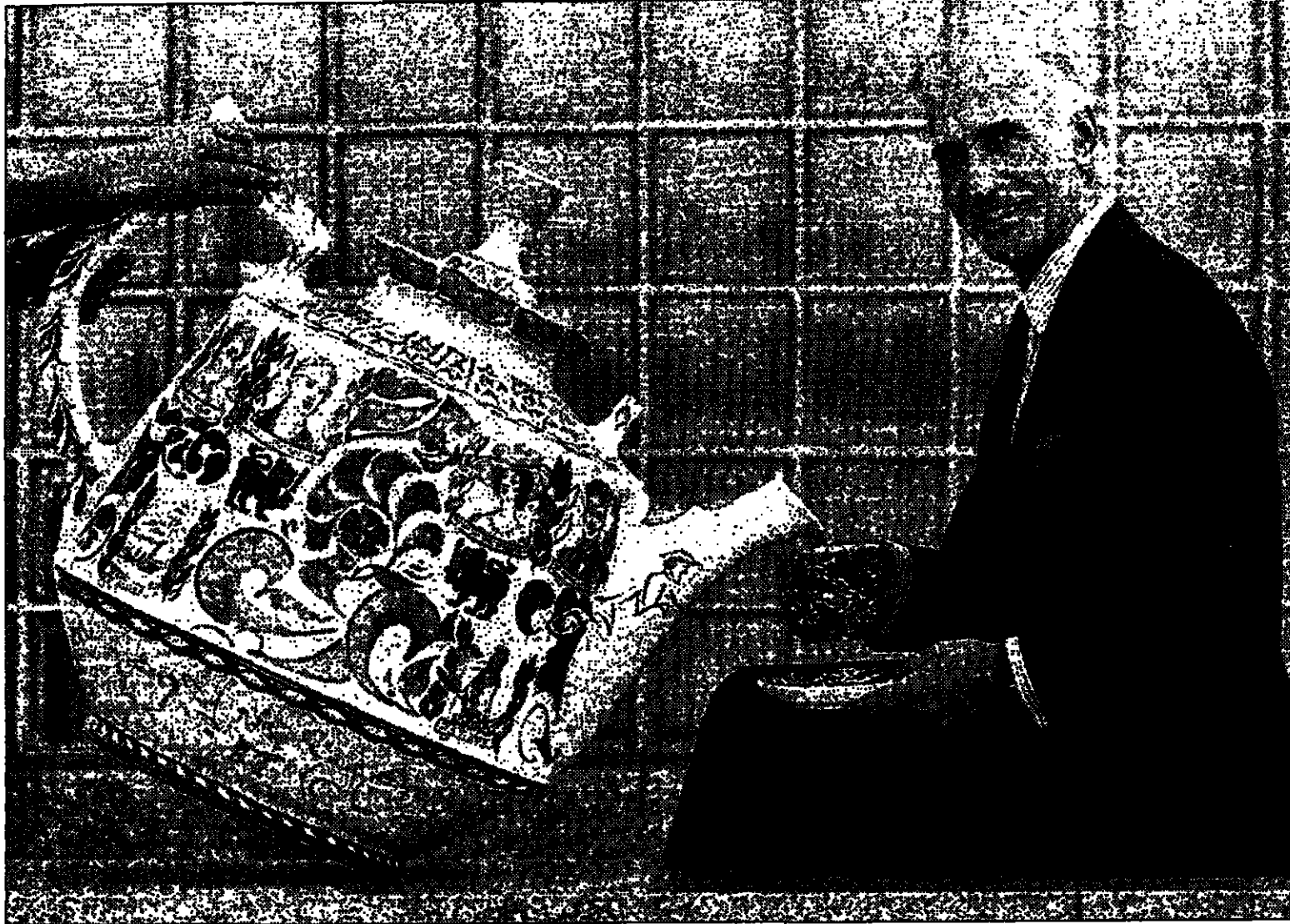
The £8.25 million cut in the £32 million annual pay bill is part of a BA programme to ensure that the loss-making regional centres make a profit in their own right. The airline has also created a subsidiary company, British Regional Airways, to run services within Britain and into Europe.

Robert Ayling, BA's marketing director, told staff before Christmas that cuts in operating costs of up to 30 per cent had to be made if services from Birmingham, Manchester and Scotland were to be maintained.

BA's preferred solution was to form a new company with the Danish travel organisation Maersk, but after staff rejected the plan, it asked the unions to come up with ideas. The new deal is the result of negotiations that culminated in a 24-hour session that ended early yesterday.

BA's regional services — which exclude shuttle flights and transatlantic services from Manchester and Glasgow — are included in the results for Europe and their losses cannot be calculated. The European services overall, however, are known to have lost £34 million in 1991.

FASTEN YOUR SEAT BELTS... we're approaching a PAY CUT...



Tea for one: Edward Bramah, owner of Britain's first tea and coffee museum, which is to open near Tower Bridge in London next month, takes refreshment from reputedly the world's largest teapot, made to celebrate the hundredth anniversary of the London tea trade

Conservatives leak poll giving Labour lead

Continued from page 1

week before the announcement of the election.

There was no indication last night how the results of the poll fell into the hands of the Conservative party.

NOP strongly rejected any suggestion last night that its methods were flawed. Other leading pollsters came to its support, saying that the practices they used to test opinion in the 50 Tory-Labour marginals were standard.

Robert Worcester, chairman of Mori, said: "NOP have a very solid reputation for systematic surveying and research."

The poll, if accurate, would suggest a big shift in the margins from earlier this month. A Mori poll taken on February 10-12 in 52 Conservative-Labour marginals gave the Tories a 2 per cent lead with 43 per cent over Labour's 41 per cent. That showed a 4.5 per cent swing to Labour since 1987.

The Tory high command's pre-emptive strike against the NOP survey came as the three main parties con-

tinued their fire on the economy and next week's Budget.

John Smith, the shadow chancellor, pledged that Labour would take the figures of Norman Lamont, the Chancellor, for public borrowing as his benchmark in framing his party's alternative proposals for taxation and spending.

For example, if Mr Lamont fixes the public sector borrowing requirement at £25 billion, which would imply tax cuts in the region of £3 billion, Mr Smith will use the money devoted to basic rate cuts for spending on the public services. He confirmed that he would be publishing Labour's alternative Budget during the election campaign.

The Liberal Democrats also set their face against tax cuts in the Budget. They called for a £6 billion boost for the economy to be paid for through higher borrowing. They said the money should be mainly used for capital investment in railways, housing, schools and hospitals.

Budget advice, page 7
Art of noise, page 23

Tracing system condemned

Continued from page 1

wasted weeks tracking down missing youngsters who fitted the profile they had developed of possible victims. It took ten days to discover the 45 who held criminal records. At one stage detectives unwittingly visited the parents of the dead boy.

The report questions whether the index can be relied on for information, and calls for the Yard to send all notifications it holds back to the sources with a request for the details to be checked. The missing-persons bureau should also have a computer terminal linked to the criminal records office.

Latest figures from the Yard for 1990 show that many missing-person cases are cleared up. The Yard received reports of 28,117 missing persons in London and another 4,898 reported missing by provincial forces. At the end of the year there were still 1,929 cases outstanding.

Father calls, page 4

Union merger brings concentrated power

Continued from page 1

are expected to give their approval.

Last night Norman Willis, general secretary of the TUC, welcomed the outcome of the ballot, in which a majority of more than six to one favoured the merger.

"I look forward to the full affiliation to the TUC of the new union, including the BETPU," he said.

The TUC is in no position to reject affiliation by the AEU, which would bring in annual fees of more than £1.2 million. A squeeze on the TUC's budget has forced it to seek to make a fifth of its 250 staff redundant.

Pressure for trade union mergers has been growing as the recession has taken its toll on union membership. The AEU alone is reckoned to have lost 10 per cent of its 700,000 members last year.

The fear of membership losses yesterday threatened to scupper plans to merge three public sector unions, Nalco, Nupe and Cohse, to create Britain's biggest union.

With 1.4 million members, the new public sector super-

union would dwarf even the T&G general union, which has 1.2 million members. If the public sector union merger was completed, then it, the AEU and the T&GWU would make up almost half the TUC membership.

Members of Nalco, meeting at a special conference in north London yesterday, approved the merger in principle. But they also backed a left-wing motion to continue arrangements for collection of subscriptions by employers, a practice known as check-off.

That is likely to be a serious stumbling block to a merger because neither Nupe nor Cohse has facilities for check-off subscription arrangements, and both favour a simple, central collection system.

Nalco members, however, fear that a move to central collection of funds, would lead to the loss of tens of thousands of members and millions of pounds of subscriptions.

Leading article, page 15

Political sketch

Finding the right reptilian label

Comparing politicians with their animal likenesses offers hours of fun. Mrs Thatcher's partridge-like walk, for instance — diving forward in a series of tiny, hurried steps — is, once likened, never forgotten. To have seen Ted Heath as a grumpy panda is never quite to see him as the Rt Hon Edward R.G. Heath, MBE, again.

Norman Lamont is much better viewed as a sharp-minded but edgy Pekinese than as a Chancellor of the Exchequer, while you will never entirely understand John Major until you have noticed the similarity with a quiet, earnest, grey beaver in glasses, patiently nosing twigs and logs into place, year upon year, as his secret design slowly takes shape. Kenneth Clarke, the education secretary, may be rather substantial for a butterfly, but the political sunbather in him, gently opening and closing his wings in the warm rays of his backbenchers' approval as he perches on whichever ministerial portfolio the summer breeze last blew him to, is unmistakable.

And if Alan Clark is not a bird of prey reincarnated (unconvincingly) into a defence procurement minister, then I am not *The Times's* political sketchwriter.

But I have never quite got Gerald Kaufman right. In early sketches this column portrayed him as a frog in a lily pond, blinking and waiting to be kissed. Later we remarked on the comparison with a middle-aged mutant Ninja turtle, and christened him Gerald. Neither image was spot-on, yet neither entirely missed its mark. Both, of course, take their analogy from the world of reptiles.

And it was from this world that, looking down on Mr Kaufman at foreign affairs questions yesterday, a new image leapt to suggest itself. I had been reading, that very morning, a letter from a traveller newly returned from New Zealand. He had described to me a most unusual Antipodean lizard, and the word-picture stayed in my mind. My friend had seen a Sphenodon.

Suffice it to say that those hooded eyes, neck craned a little forward, head held quite still, the impression of frozen movement broken only by an infrequent, lightning-swift blink... all were familiar. This was the first lizard

ever to represent a Manchester seat.

"South Africa would face ...," said the lizard. I craned forward, eyes peeled, searching for that little triangle of shiny skin pulsing, just below and behind his ears... No, the angle of the lighting made it hard to see.

"South Africa would face a period of total international isolation." Actually, Mr Kaufman is facing a period of domestic isolation himself. They seem to have taken him off the screen, and he has not yet appeared on any of Labour's new posters: so it was good to be reminded of this clever, but strangely disconcerting presence.

The contrast with John Birt (C. Battersea) was marked. Birt took up with ministers the sufferings of the people in Northern Somalia. Beneath a plump and kindly exterior, Mr Birt is a determined and expert campaigner. Can politicians be all bad when an MP with a majority of 857 uses his last air time before an election to plead for people who have no vote in his constituency?

Mr Kaufman was more calculated. Minutes later he leapt with sudden passion to the cause of the Greek Cypriots in their conflict with the Turkish Cypriots. Momentarily surprised by that, one remembered that there are more Greek barbers and chip-shop proprietors in the marginal constituencies of North London than there are Turkish bakers.

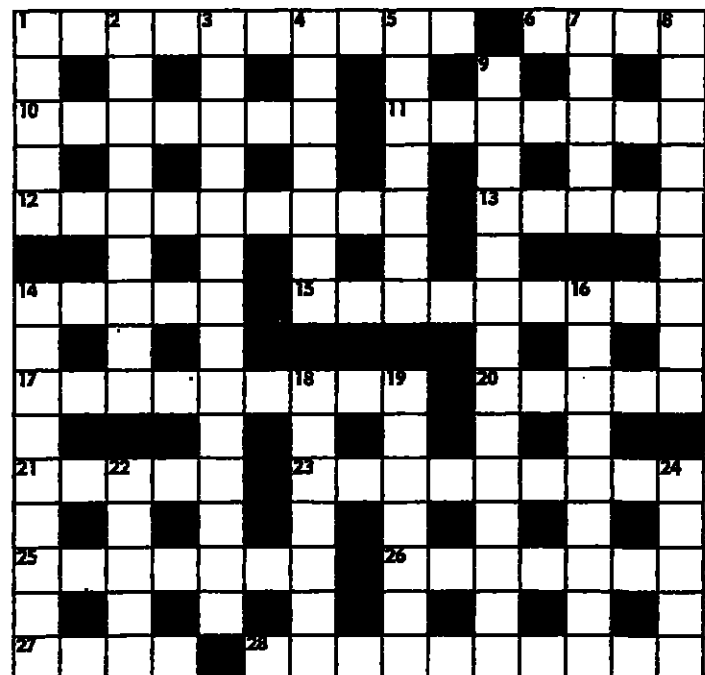
Tristan Garel-Jones, foreign office minister of state, thought the same. "The Rt Hon gentleman has been rushing up and down the country courting Greek Cypriots and Kashmiris," he complained. The thought of Mr Kaufman courting a Kashmiri was arresting.

Kaufman seemed to think so too. As Gerald Jones spotted the lizard held himself absolutely still, staring at the minister. Then he moved his head ever so slightly to one side... and — yes! There it was! Just below and behind his ear. I caught it. A freeze-frame picture, except for this tiny triangle of bare, waxy skin, throbbing, urticaria, in the television light.

The Sphenodon was listening.

MATTHEW PARRIS

THE TIMES CROSSWORD NO 18,858



- ACROSS**
- A secure place for MPs' post (10)
 - Lesson the Head of Maths cancelled for the exam (4)
 - Chemical substance from the West, say (7)
 - Male servant admitting an unknown island (7)
 - Converted, one trains to be an Assyrian churchman (9)
 - Pervasive atmosphere initially obtaining in a military academy (5)
 - An epic some papers rejected, missing certain points (5)
 - Unorthodox woman in charge — and suffers relapse — moderate form of viral disease (9)
 - Record part of play in about eleven days (5)
 - Sensational Law Lord has King and Emperor imprisoned (5)
 - Painting causes a row right away with the French (9)
- DOWN**
- Complaint of elderly relative about love (5)
 - In the centre of the pack? (9)
 - Union card first produced for an anniversary (7,7)
 - Bird in affluent circumstances to begin with? No way! (7)
 - Nurse has a right to cross main road to class (7)
 - Lover's code-word signalling end of affair (5)
 - To carry gold, obtain hire of this carriage (9)
 - Student leaves Berlin flat. Enter terribly indiscreet person (6,8)
 - Slackness of church in supporting charity in pub (9)
 - Conservative woman of easy virtue, note (9)
 - Pyrenean tourist centre incorporating new plaque (7)
 - Canon on horseback assembling the flock (5-2)
 - Trajan, for one, managed to grab an award (5)
 - Deplorable when royal fare includes this bird (5)

Solution to Puzzle No 18,857

Q A M E I A O R I G I N A L
M R G R D E I
S E M A N T I C B L I G H T
N U N U H I A T
H A N D M A D E T A B L E
B I R D S
M E S H A P P I N G V A
L O U B E A R L Y A
L P R S N P M
E S S A L T E N O W A W
H R D A E O T
I G M A N L A R K S P U R
L S W L E I R
L I S T L E S S T A S T E R

A daily safari through the language jungle. Which definitions are correct?
By Philip Howard

- SPURIUS LARTIUS**
a. False Monksbane
b. A bogus Roman citizen
c. A brave Romanian
- DACTYLOLOGY**
a. Science of fingerprints
b. A running snore
c. Sign language
- ANATINE**
a. One of the hills of Rome
b. An alkaline poison
c. Like a duck
- FUGLEMAN**
a. An Algebrician player
b. The pacesetter
c. A disappointing lover

Answers on page 16

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West Country 737
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Midlands 739
East Angles 740
North-west England 741
North-east England 742
Scotland 743
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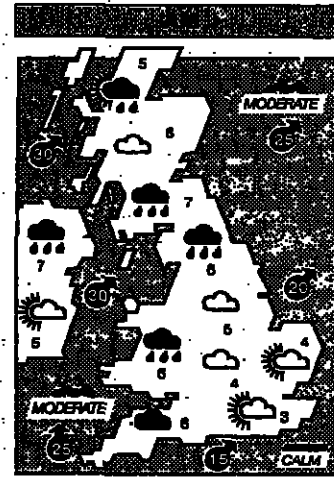
Glue Post Two without the saint brings blessed computing (3).

IBM

Concise Crossword, page 19
Life & Times section

Much of England and Wales will start dry with patchy fog. Southern and eastern England will be bright with some sun but it will become cloudier later. Rain will spread into Wales, western and northern England with clearer weather in the evening. Southern Scotland and Northern Ireland will be cloudy with rain in places, becoming brighter with showers. Northern Scotland will have sun and showers. Outlook: rain spreading to most parts tomorrow. Brighter and showery on Saturday.

Area	Temp	Wind	Cloud	Notes
Aberdeen	15-20	14-17	1-3	sun
Edinburgh	14-19	13-16	1-3	sun
Glasgow	13-18	12-15	1-3	sun
London	12-17	11-14	1-3	sun
Manchester	11-16	10-13	1-3	sun
Newcastle	10-15	9-12	1-3	sun
Nottingham	9-14	8-11	1-3	sun
Sheffield	8-13	7-10	1-3	sun
Southampton	7-12	6-9	1-3	sun
Wolverhampton	6-11	5-8	1-3	sun
Wrexham	5-10	4-7	1-3	sun
Cardiff	4-9	3-6	1-3	sun
Belfast	3-8	2-5	1-3	sun
London	2-7	1-4	1-3	sun
Manchester	1-6	0-3	1-3	sun
Newcastle	0-5	-2-1	1-3	sun
Nottingham	-1-4	-3-0	1-3	sun
Sheffield	-2-3	-4-1	1-3	sun
Southampton	-3-2	-4-1	1-3	sun
Wolverhampton	-4-1	-5-2	1-3	sun
Wrexham	-5-2	-6-3	1-3	sun
Cardiff	-6-3	-7-4	1-3	sun
Belfast	-7-4	-8-5	1-3	sun
London	-8-5	-9-6	1-3	sun
Manchester	-9-6	-10-7	1-3	sun
Newcastle	-10-7	-11-8	1-3	sun
Nottingham	-11-8	-12-9	1-3	sun
Sheffield	-12-9	-13-10	1-3	sun
Southampton	-13-10	-14-11	1-3	sun
Wolverhampton	-14-11	-15-12	1-3	sun
Wrexham	-15-12	-16-13	1-3	sun
Cardiff	-16-13	-17-14	1-3	sun
Belfast	-17-14	-18-15	1-3	sun
London	-18-15	-19-16	1-3	sun
Manchester	-19-16	-20-17	1-3	sun
Newcastle	-20-17	-21-18	1-3	sun
Nottingham	-21-18	-22-19	1-3	sun
Sheffield	-22-19	-23-20	1-3	sun
Southampton	-23-20	-24-21	1-3	sun
Wolverhampton	-24-21	-25-22	1-3	sun
Wrexham	-25-22	-26-23	1-3	sun
Cardiff	-26-23	-27-24	1-3	sun
Belfast	-27-24	-28-25	1-3	sun
London	-28-25	-29-26	1-3	sun
Manchester	-29-26	-30-27	1-3	sun
Newcastle	-30-27	-31-28	1-3	sun
Nottingham	-31-28	-32-29	1-3	sun
Sheffield	-32-29	-33-30	1-3	sun
Southampton	-33-30	-34-31	1-3	sun
Wolverhampton	-34-31	-35-32	1-3	sun
Wrexham	-35-32	-36-33	1-3	sun
Cardiff	-36-33	-37-34	1-3	sun
Belfast	-37-34	-38-35	1-3	sun
London	-38-35	-39-36	1-3	sun
Manchester	-39-36	-40-37	1-3	sun
Newcastle	-40-37	-41-38	1-3	sun
Nottingham	-41-38	-42-39	1-3	sun
Sheffield	-42-39	-43-40	1-3	sun
Southampton	-43-40	-44-41	1-3	sun
Wolverhampton	-44-41	-45-42	1-3	sun
Wrexham	-45-42	-46-43	1-3	sun
Cardiff	-46-43	-47-44	1-3	sun
Belfast	-47-44	-48-45	1-3	sun
London	-48-45	-49-46	1-3	sun
Manchester	-49-46	-50-47	1-3	sun
Newcastle	-50-47	-51-48	1-3	sun
Nottingham	-51-48	-52-49	1-3	sun
Sheffield	-52-49	-53-50	1-3	sun
Southampton	-53-50	-54-51	1-3	sun
Wolverhampton	-54-51	-55-52	1-3	sun
Wrexham	-55-52	-56-53	1-3	sun
Cardiff	-56-53	-57-54	1-3	sun
Belfast	-57-54	-58-55	1-3	sun
London	-58-55	-59-56	1-3	sun
Manchester	-59-56	-60-57	1-3	sun
Newcastle	-60-57	-61-58	1-3	sun
Nottingham	-61-58	-62-59	1-3	sun
Sheffield	-62-59	-63-60	1-3	sun
Southampton	-63-60	-64-61	1-3	sun
Wolverhampton	-64-61	-65-62	1-3	sun
Wrexham	-65-62	-66-63	1-3	sun
Cardiff	-66-63	-67-64	1-3	sun
Belfast	-67-64	-68-65	1-3	sun
London	-68-65	-69-66	1-3	sun
Manchester	-69-66	-70-67	1-3	sun
Newcastle	-70-67	-71-68	1-3	sun
Nottingham	-71-68	-72-69	1-3	sun
Sheffield	-72-69	-73-70	1-3	sun
Southampton	-73-70	-74-71	1-3	sun
Wolverhampton	-74-71	-75-72	1-3	sun
Wrexham	-75-72	-76-73	1-3	sun
Cardiff	-76-73	-77-74	1-3	sun
Belfast	-77-74	-78-75	1-3	sun
London	-78-75	-79-76	1-3	sun
Manchester	-79-76	-80-77	1-3	sun
Newcastle	-80-77	-81-78	1-3	sun
Nottingham	-81-78	-82-79	1-3	sun
Sheffield	-82-79	-83-80	1-3	sun
Southampton	-83-80	-84-81	1-3	sun
Wolverhampton	-84-81	-85-82	1-3	sun
Wrexham	-85-82	-86-83	1-3	sun
Cardiff	-86-83	-87-84	1-3	sun
Belfast	-87-84	-88-85	1-3	sun
London	-88-85	-89-86	1-3	sun
Manchester	-89-86	-90-87	1-3	sun
Newcastle	-90-87	-91-88	1-3	sun
Nottingham	-91-88	-92-89	1-3	sun
Sheffield	-92-89	-93-90	1-3	sun
Southampton	-93-90	-94-91	1-3	sun
Wolverhampton	-94-91	-95-92	1-3	sun
Wrexham	-95-92	-96-93	1-3	sun
Cardiff	-96-93	-97-94	1-3	sun
Belfast	-97-94	-98-95	1-3	sun
London	-98-95	-99-96	1-3	sun
Manchester	-99-96	-100-97	1-3	sun



London 5.40 pm to 8.25 am
Bristol 5.50 pm to 8.41 am
Edinburgh 5.55 pm to 8.51 am
Manchester 5.55 pm to 8.41 am

First quarter March 12

Temperatures at midday yesterday: c. cloud; f. fair; s. sun.

Yesterday: Temp: max 6am to 6pm, 12C (54F); min 6pm to 6am, 0C (32F). Rain: 24hr to 6pm, 0.03in. Sun: 24hr to 6pm, 0.4hr.

TODAY	AM	HT	PM	H
London Bridge	2.18	7.0	2.40	7.0
Aberdeen	1.51	6.0	1.82	6.0
Avonmouth	1.48	13.0	1.48	12.0
Cardiff	1.37	11.0	1.49	11.0
Cardiff	7.33	12.0	7.47	11.0
Devonport	8.23	6.4	8.43	5.5
Dover	11.24	6.3	11.50	5.5
Falmouth	5.58	8.3	6.13	8.0
Glasgow	1.52	4.5	1.58	4.5
Harwich	12.11	3.8	12.34	3.5
Hayhead	10.49	5.5	11.08	5.5
Hull	6.53	7.1	6.57	7.0
Kingsmead	6.37	8.0	6.45	8.0
Swansea	7.08	6.3	7.05	6.0
Swansea & Lynn	6.38	6.3	6.07	6.5
Leith	3.09	6.3	3.07	6.5

THURSDAY MARCH 5 1992
Political sketch
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● ACCOUNTANCY TIMES 27
● SPORT 28-32

THE TIMES BUSINESS

THURSDAY MARCH 5 1992

BUSINESS EDITOR JOHN BELL

19

Employers put jobs toll at 150,000

Minimum wage will cost £2.5bn a year says CBI

By Ross TIEHAN, INDUSTRIAL CORRESPONDENT

THE introduction of a statutory minimum wage would add £2.5 billion a year to employment costs in the United Kingdom and lead to 150,000 job losses, the Confederation of British Industry said yesterday.

If higher paid workers attempted to maintain pay differentials, the total cost could reach £50 billion, a sum equal to two years' corporate profits or the annual running costs of the National Health Service, the CBI said.

Estimates of the impact of a minimum wage set at 50 per cent of male average earnings were drawn up for a discussion paper at the CBI's monthly council meeting. The CBI is concerned by Labour's commitment to introduce a minimum wage if it wins the election, in line with proposals from Britain's European partners rejected by John Major at the Maastricht summit last autumn.

The CBI paper suggested

the rate of job losses would be twice as high in the North, Midlands, Wales and South West as in the South-East.

That is because the impact of a minimum wage would be concentrated in labour-intensive industries already vulnerable to international competition, such as textiles, footwear, clothing, agriculture and tourism.

Sir Brian Corby, the CBI's president, said Britain had undergone a revolution in which pay was increasingly linked to performance. Government intervention could put that at risk. "Inflationary pressures induced by government policies could resurrect the RPI-plus mentality, and that is why a statutory minimum wage poses such a threat," he said.

Sir John Banham, the CBI's director general, acknowledged the political sensitivity of the organisation's calculations. He insisted, however, that the CBI had no political axe to grind.

Sir John said a £2.5 billion

increase in employment costs would represent an increase of 1 per cent, or less, in total annual UK employment costs estimated to be £300 billion. However, the impact would be severe because it would price workers in the most vulnerable sectors out of jobs.

"We believe this is a piece of extremely misguided social engineering," he said.

"We believe the way to tackle poverty — which we all want to see tackled — is to have a much better-targeted social security system."

Overall, the CBI estimated that a national minimum wage at 50 per cent of male average earnings would affect the pay of 3.4 million workers. Most of the 1.1 million additional part-time jobs created during the past decade would be affected.

The CBI paper said: "Just as the dismantling of legislative intervention in pay created jobs during the 1980s, so a statutory minimum wage would stop many job opportunities arising in the future."

Sir Brian said the costs of the European social programme threatened the ability of EC economies to compete internationally. Europe's share of world trade was already declining, he said.

The CBI said it was particularly concerned because Britain's productivity has begun to improve again, after declining in the early stages of the recession. That has been aided by a sharp fall in pay settlements. Not only has the average pay settlement fallen to little more than the rate of inflation, calculated at 4.1 per cent in January, but the concept of the "going rate" appears to have largely evaporated. According to the CBI's pay database, the spread of settlements is at its widest for nine years.

Findings from the Institute of Directors (IoD) indicate that confidence among businessmen about the outlook for the economy has continued to decline. According to the IoD's bi-monthly Business Opinion Survey, the number of directors who are more confident has fallen from 37 to 31 per cent. Directors are even more gloomy about prospects for their own companies. The number whose optimism has declined went from 12 per cent to 24 per cent.

Comment, page 23



Sir Brian: concerned

US factory orders raise upturn hopes

By COLIN NARBROUGH, ECONOMICS CORRESPONDENT

AMERICAN factory orders rose 0.4 per cent in January, after a revised fall of 3.7 per cent in December, according to government figures, that are likely to boost hopes of an early recovery.

The increase was marked by a big jump in orders for high-cost, long-lasting durable goods. Industrial machinery and equipment orders were up 6.9 per cent.

The dollar shrugged off Bank of Japan sales of the currency overnight and sporadic profit-taking to climb 1.40 pence to DM1.6720 by the European close. The American dollar appeared to bolster favourable sentiment for the dollar.

The overall January in-

crease in factory orders, while half what Wall Street had expected, was the third monthly gain in the past four months. The December fall was also reduced slightly from the 3.8 per cent originally reported.

The commerce department figures followed encouraging data on Tuesday: a sharp rise in the index of leading indicators and higher house sales. Sustained growth in factory orders could translate into more activity in the industrial sector, which accounts for a fifth of American output. Alan Greenspan, the Federal Reserve chairman, and a survey of purchasing managers have said new orders continued to expand last month.

EC cracks down on tractor firms

FROM TOM WALKER IN BRUSSELS

The EC Commission has ordered Britain's main tractor suppliers to stop weighing the tractor market through an exclusive sales and market-share information system.

The commission said yesterday that Ford, John Deere, Massey Ferguson and Case International have managed to corner 70 per cent of the market over the last two decades. In part because they have swapped vital business information with one another to the exclusion of smaller manufacturers.

Tractor industry experts were surprised by the commission's move, and guessed that it could presage a move into the larger car market,

where manufacturers also swap such information.

Sales statistics have traditionally been gathered by the Agricultural Engineering Association, but since the commission began its investigation two years ago the statistics have dried up.

A commission source said: "It's a quasi-cartel. If you swap business, profit and sales figures you give one another unfair advantages." The commission's verdict means that companies, which have been swapping information via a computer link since 1975, have to abandon their arrangement or tone it down radically so that it does not impede free competition.

BICC makes £12m tunnel provision

By MATTHEW BOND

BICC, the cable and construction group, yesterday became the first British contractor to provide for a loss on its involvement in TML, the contracting consortium building the Channel Tunnel.

Robin Biggam, chairman, said that the £12 million provision against the tunnel contract reflected BICC's share of the 1991 losses made by TML, which he estimated would be between £115 million and £120 million. Balfour Beatty, BICC's construction subsidiary, is one of the ten companies that make up TML — five British and five French. The provision comes less than two months after Spie Batignolles, one of the French contractors, made a £13 million provision.

With BICC following the French lead, it is virtually certain that the four other British contractors in TML — Farma, George Wimpey, Taylor Woodrow and Costain — will follow suit. Mr Biggam said he could not comment on what

action the other contractors might take. He denied that the decision to make a provision meant that BICC no longer believed it could recover losses made on the tunnel project from Eurotunnel, the project's developer. "These losses are provisional losses because they are fully covered in the sense that we have claims outstanding against Eurotunnel, not yet agreed, that would cover more than this amount."

Last October TML said it was pursuing a claim for £800 million at 1985 prices against Eurotunnel, worth over £1.2 billion today's prices, for additional work required by what TML alleges were changes to the project's original specification.

Mr Biggam said the difference between the size of TML's 1991 loss and its claim against Eurotunnel was explained by the fact that the losses were on work already completed — the tunnelling and work on the terminals — while the bulk of the claim against TML was for work still to be done. "Our view is that we will actually make money on

this contract. The basis of the claims we have against Eurotunnel are becoming better and better documented."

The Channel Tunnel provision was contained in BICC's results for 1991, which revealed a 56 per cent fall in pre-tax profits to £81 million. The profits were depressed by a £42 million exceptional item that included the tunnel provision and a £30 million write-down in the value of the group's property developments.

Mr Biggam blamed the severe recession in Canada and America for the £3 million operating loss reported by North American Cables. The withdrawal from contract-hire in Britain and construction in Austria has resulted in an extraordinary loss of £26 million, reducing the group's attributable profit to just £3 million.

The decision to pay an unchanged final dividend of 13.25p, giving a maintained total of 19.25p, required a £51 million transfer from reserves.



Namesake: Dominic Cadbury whose group is committed to heavy investment

New products feed a 13% profits gain at Cadbury

By GILLIAN BOWDITCH

CADBURY Schweppes, the chocolate and soft drinks group, said it would continue to invest heavily in capital expenditure and marketing despite the recession.

Last year, the group launched two new products for the British market. Stollers, the chocolate sweets, and Gini, the soft drink, which became the group's star performers, helping lift pre-tax profits 13.2 per cent.

Cadbury, of which Dominic Cadbury is chief executive, spent almost £10 million on the two launches. Both paid off. While 3,000 tonnes of Stollers were sold, Gini, a French drink the group acquired in buying Crush from Proctor & Gamble in 1989, captured a 3 per cent share of its market from a standing start.

Overall, Cadbury spent £232 million on capital expenditure, a rise of 9.3 per cent, and £343 million, up 5.8 per cent, on marketing. David Jinks, the finance director, said the group was committed to capital investment, which is set to top £250 million in the current year.

The benefits of investment, particularly in vending machines and in the soft drinks canning plant at Wakefield, West Yorkshire, boosted profits despite only a small increase in sales last year.

Pre-tax profits rose from £280 million to £316.4 million on turnover up 2.7 per cent to £3.23 billion. Earnings rose 9.6 per cent to 27.7p a share and a final dividend of 9.3p has been declared, making 12.5p for the year, an increase of 8.7 per cent.

Trading profits fell 1.2 per cent to £42.8 million in Amer-

ica but rose in all other parts of the world where Cadbury trades. In France, Chocolat Foulain recovered from the difficulties of 1990, with trading profits up 41 per cent and sales volume 9 per cent ahead. The Oasis and Schweppes businesses have been integrated in France and profits rose 70 per cent in the first full year.

In Germany and Austria, the Apollinaris & Schweppes joint venture has begun well, with Apollinaris brands up 13 per cent in volume terms year on year. Apollinaris is

the top selling brand of mineral water in Germany.

Mr Jinks said that while the confectionery market was mature, the international market for soft drinks was growing at a rate of about 5 per cent a year in the long term. Last year, the group's beverage division increased trading profits by 12.5 per cent to £192 million. Confectionery profits rose 4.4 per cent to £170 million.

Strong cash flow helped reduce borrowings from £364 million to £333 million. The shares fell 3p to 460p.

Lloyd's rejects insider claims

By JONATHAN PRYNN

INSIDER names working at Lloyd's were over-represented in the top 20 syndicates in 1986 and 1987 — and also in the worst 20 syndicates.

Lloyd's has compiled new figures for every syndicate operating in the market between 1986 and 1991, showing the proportion of underwriting capacity provided by working and outside names. By opening the books of every syndicate in those six years, Lloyd's is attempting to show that the market is not rigged in favour of insiders.

Some of the figures were sent to Sir William Clark, the Conservative MP and a member of the enquiry team headed by Sir David Walker looking at the recent heavy losses suffered by the market.

A Lloyd's spokesman pointed out that official profit figures are currently available only up to 1988. He also rejected allegations that outside names had been dumped on so-called "dustbin" syndicates, as some loss-making names have alleged.

Two of the heavily loss-making reinsurers syndicates at the centre of the current storm over market-rigging, Rose Thomson Young 255 and Gooda Walker 298, had made profit returns of 7 per cent and 24 per cent respectively in 1986, before the catastrophic-related losses of 1988, he said.

Syndicate 45, the best-performing syndicate at Lloyd's in 1987 and 1988, which has been accused of operating as an insiders' club, saw the proportion of its capacity supplied by insiders fall from 46 per cent to 39 per cent between 1986 and 1988, he added. That meant the proportion of outside names increased throughout the most profitable years.

About 750 members of the Outwaite 1982 Names Association attended a meeting at Westminster Central Hall yesterday, to approve overwhelmingly the £116 million offered by underwriters in settlement of their claim against the Outwaite underwriting agency and 80 members' agents.

The 600 members of the Outwaite syndicate who were not involved in the litigation have received counsel's opinion that the time bar preventing legal further action is "not insurmountable."

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Students will not be allowed entry into the exhibition. No under 18s.

Payout held at Heywood after decline

BY MARTIN BARROW

HEYWOOD Williams, the glass processor and distributor, is again paying an unchanged dividend after suffering a 17 per cent decline in profits in 1991.

The setback followed a 26 per cent decline in profits in 1990 and reflected difficult trading conditions in the construction and car industries, the company's principal markets.

Despite the downturn, Heywood Williams is continuing its acquisition streak. The company is paying £7.85 million in cash and shares for Door Panels Group, a privately owned manufacturer of thermoplastic panels for doors and conservatories, notified by the payment of £4 million in cash and £3.85 million in ordinary shares. The vendors have warranted profits of not less than £1.5 million for the year to the end of this month and net assets of £1.5 million.

The acquisition follows the £9.2 million takeover of Thurgar Bardex, windows and doors maker, last August and virtually exhausts the proceeds of last year's £28 million rights issue.

In the 12 months to the end of December Heywood Williams' profits fell from £23.1 million before tax to £19.2 million. Earnings were 17.2p

a share, compared with 22.8p, adjusted for the rights issue. A final dividend of 8p makes 12.5p for the third consecutive year. In 1989 the company earned £31.03 million before tax.

Ralph Hinchliffe, chairman, said: "The group has done much to contain the worst effects of the current recession and I am confident that our results for 1991 will compare favourably with those of other companies operating in the same difficult market sectors." The shares rose from 323p to a high of 331p.

Mr Hinchliffe said Europe continued to perform well and American operations had started the current year significantly ahead of 1991. "But I do not see much, if any, prospect for improvement in our United Kingdom results before the second half of 1992 at the earliest," he said.

Turnover rose from £331.5 million to £347.4 million, but operating profits fell from £25.5 million to £20.68 million. There was a sharp fall in UK profits from £22.72 million to £16.97 million. In Europe, profits rose from £1.32 million to £2.55 million but in America profits fell back to £1.16 million, against £1.46 million.



Debt collectors: Bo Göranson (left), Intrum Justitia's chairman, and Gert van Laar, chief executive

Intrum Justitia profits climb 35%

By COLIN NARBROUGH

INTRUM Justitia, Europe's leading debt collector, boosted its pre-tax profits by more than 35 per cent to £11.6 million last year, demonstrating an enviable ability to flourish in its key markets during recessions. The profit target for this year is £15.6 million.

Turnover last year jumped 48 per cent to £75.5 million. The total dividend is going up 33 per cent to 2.40p on earnings per share 20p per cent

higher at 9.1p. This Dutch group, which is quoted in London, also reported that it has agreed to pay £6 million in cash for Euroco, a Strasbourg debt collector, which strengthens Intrum's European network in the run-up to the single market next year.

A letter of intent foresees Intrum immediately acquiring 95 per cent of Euroco's shares, with an option over the remaining 5 per cent. Bo Göranson, the group's Swedish chairman, said the company's performance re-

flected its risk-averse strategy and concentration on core business. He was confident of continued expansion — the emphasis this year was on organic growth — and he stressed that debt collection did well in good times and bad.

Mr Göranson becomes the non-executive chairman after the annual meeting in May, handing over responsibility for day-to-day operations to Gert van Laar, his Dutch chief executive.

Intrum Justitia reported

"very good" results in Britain and other main markets, except in Norway. It made acquisitions in Denmark and The Netherlands and hived off its bought debt operation into a separate company to reduce its equity exposure by £4 million.

The group's balance sheet was strengthened by a share issue in November that raised £8.25 million. Clearing was cut from 46 per cent to 26 per cent.

City Diary, page 23

BUSINESS ROUNDUP

Bae-Asda property dispute is resolved

BRITISH Aerospace and Asda, the supermarket group, have agreed to take no further action in their dispute over Burwood House, a property company they jointly own. BAE injected £79 million of cash into Burwood last month, honouring an indemnity against falling property values that was in the agreement that established Burwood in 1989.

At the time of the payment, Asda said it was considering exercising a put option relating to its 50 per cent interest in Burwood. This option, together with a call option over BAE's half share, was also contained in the original agreement, said Asda. BAE said no such options existed. Both companies have now agreed that no put or call option relating to the indemnity payment will be exercised.

Bulletin still rising

METAL Bulletin, the USM business publishing group in which Emap has a stake, reported its fourth consecutive year of growth with pre-tax profits for last year rising from £1.64 million to £1.7 million on turnover up from £10.8 million to £11.5 million. The final dividend is 5p (4.5p), making 7.4p (6.9p). Capital expenditure was £1 million, but the group still managed to increase its cash in the bank. The group says 1992 has opened encouragingly and the shares rose 9p to 202p on the news.

Ben Bailey tumbles

BEN Bailey Construction is holding its interim dividend at 0.3p despite pre-tax profits falling from £36,000 to £107,000 in the six months to end-December. Earnings per share slumped from 2p to 0.7p. Turnover of this Yorkshire housebuilder rose from £7.51 million to £9.66 million, helped by land sales of £1.6 million, but margins remained low. Bailey said confidence in the housing market remained low and was unlikely to improve in the short-term. Interest charges were reduced from £419,000 to £305,000.

Stat-Plus declines

STAT-PLUS Group, the law forms publisher and legal stationer, had cash balances of £13.5 million for the year to end-December, accounting for 24 per cent of the company's market capitalisation of £55.5 million. Pre-tax profits fell to £4.8 million (£5.7 million) and earnings to 15p a share (17.2p). The total dividend is 7.125p (6.25p) a share with a 4p final (3.5p). Stat-Plus said lower interest rates failed to stimulate home purchases and the expected upturn in demand for law forms and stationery did not happen.

THE TIMES UNIT TRUST INFORMATION SERVICE			
Unit	Offer	Yield	Yield
ABBEE UNIT TRUST MANAGERS			
Abbey Bond	10.00	10.00	10.00
Abbey Growth	10.00	10.00	10.00
Abbey Income	10.00	10.00	10.00
Abbey Property	10.00	10.00	10.00
Abbey Share	10.00	10.00	10.00
Abbey World	10.00	10.00	10.00
Abbey US	10.00	10.00	10.00
Abbey Japan	10.00	10.00	10.00
Abbey Europe	10.00	10.00	10.00
Abbey Asia	10.00	10.00	10.00
Abbey Africa	10.00	10.00	10.00
Abbey Australia	10.00	10.00	10.00
Abbey New Zealand	10.00	10.00	10.00
Abbey South America	10.00	10.00	10.00
Abbey Middle East	10.00	10.00	10.00
Abbey Europe	10.00	10.00	10.00
Abbey Asia	10.00	10.00	10.00
Abbey Africa	10.00	10.00	10.00
Abbey Australia	10.00	10.00	10.00
Abbey New Zealand	10.00	10.00	10.00
Abbey South America	10.00	10.00	10.00
Abbey Middle East	10.00	10.00	10.00
Abbey Europe	10.00	10.00	10.00
Abbey Asia	10.00	10.00	10.00
Abbey Africa	10.00	10.00	10.00
Abbey Australia	10.00	10.00	10.00
Abbey New Zealand	10.00	10.00	10.00
Abbey South America	10.00	10.00	10.00
Abbey Middle East	10.00	10.00	10.00
Abbey Europe	10.00	10.00	10.00
Abbey Asia	10.00	10.00	10.00
Abbey Africa	10.00	10.00	10.00
Abbey Australia	10.00	10.00	10.00
Abbey New Zealand	10.00	10.00	10.00
Abbey South America	10.00	10.00	10.00
Abbey Middle East	10.00	10.00	10.00
Abbey Europe	10.00	10.00	10.00
Abbey Asia	10.00	10.00	10.00
Abbey Africa	10.00	10.00	10.00
Abbey Australia	10.00	10.00	10.00
Abbey New Zealand	10.00	10.00	10.00
Abbey South America	10.00	10.00	10.00
Abbey Middle East	10.00	10.00	10.00
Abbey Europe	10.00	10.00	10.00
Abbey Asia	10.00	10.00	10.00
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Abbey New Zealand	10.00	10.00	10.00
Abbey South America	10.00	10.00	10.00
Abbey Middle East	10.00	10.00	10.00
Abbey Europe	10.00	10.00	10.00
Abbey Asia	10.00	10.00	10.00
Abbey Africa	10.00	10.00	10.00
Abbey Australia	10.00	10.00	10.00
Abbey New Zealand	10.00	10.00	10.00
Abbey South America	10.00	10.00	10.00
Abbey Middle East	10.00	10.00	10.00
Abbey Europe	10.00	10.00	10.00
Abbey Asia	10.00	10.00	10.00
Abbey Africa	10.00	10.00	10.00
Abbey Australia	10.00	10.00	10.00
Abbey New Zealand	10.00	10.00	10.00
Abbey South America	10.00	10.00	10.00
Abbey Middle East	10.00	10.00	10.00
Abbey Europe	10.00	10.00	10.00
Abbey Asia	10.00	10.00	10.00
Abbey Africa	10.00	10.00	10.00
Abbey Australia	10.00	10.00	10.00
Abbey New Zealand	10.00	10.00	10.00
Abbey South America	10.00	10.00	10.00
Abbey Middle East	10.00	10.00	10.00
Abbey Europe	10.00	10.00	10.00
Abbey Asia	10.00	10.00	10.00
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ROUNDPUP

la property is resolved

And Asda, the supermarket chain, has agreed to sell its 10 per cent stake in the property company to the other shareholders for £10 million. The deal was agreed after a long period of negotiations. Asda's share of the profits was £1.1 million in 1991, down from £1.6 million in 1990. The company's profits were £11.6 million in 1991, down from £12.1 million in 1990. The company's turnover was £111.6 million in 1991, down from £112.1 million in 1990.

still rising

UNM's share price has risen to 212p, up from 205p in 1991. The company's profits were £11.6 million in 1991, down from £12.1 million in 1990. The company's turnover was £111.6 million in 1991, down from £112.1 million in 1990.

key tumbles

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Chairman sees no sign of better economic outlook

GKN holds payout despite profits fall

By Jonathan Prynn

SIR David Lees, the chairman of GKN, one of Britain's biggest engineering groups, says it is too soon to be optimistic about the economic outlook.

Sir David's remarks came with news that pre-tax profits had fallen from £172 million to £95 million in the year to end-December. The final dividend was held at 12.5p, making an unchanged 20.5p payout for the year, a level only 0.7 times covered by earnings.

Sir David said: "I had hoped to be able to say something rather more optimistic about the economic outlook than has been possible in recent communications with shareholders. Regrettably, I cannot."

He added that cost reduction and cash generation had been top priorities last year, leading to 2,800 redundancies at a cost of £16 million. Not all the benefits of cost cutting had been felt last year,

he said, but they would flow through during what is expected to be another tough year for the company.

The trading surplus on the core automotive and engineering products operations fell from £90 million to £60 million, largely as a result of the continuing weakness in demand for passenger cars and commercial vehicles in the UK and continental Europe. A manufacturing plant for constant velocity drive shafts in eastern Germany made a small profit on sales of £30 million.

Sales of GKN's "driveline" products were generally buoyant in continental Europe, although cost pressures affected margins, particularly in Germany. In the UK, sales were lower but profitability increased as a result of restructuring and cost reductions in 1990 and last year.

Sir David said: "Prospects for 1992 and the medium term are promising in part

due to the significant business links GKN has developed with all three of the Japanese vehicle manufacturers now established in the UK."

The trading surplus from the industrial services and distribution operations fell from £59 million to £35 million on further deterioration in the American, Australian and British construction-related markets.

GKN's share of associated company profits fell from £57.9 million to £23.5 million, largely as a result of a collapse in the profit contribution from UES Holdings, a specialist steel maker in which GKN has a 40 per cent stake, from £21 million to £1 million. Sir David said UES continued to operate at a break-even level and the stake was earmarked for sale over a two to three-year period. The shares rose 20p to 352p.

Times, page 22



Warrior tamed: Sir David Lees with GKN's infantry combat vehicle

Vita raises cash to fund further European growth

By Martin Barrow

BRITISH Vita, the polymer, fibre and foam group, is raising £73.4 million through a rights issue to fund further development of its European businesses, which already contribute 60 per cent of annual turnover.

Shareholders are being offered one new share for every five held at 212p each. Existing shares slipped from 263p to 258p. The rights issue, the company's first since 1987, is underwritten by Kleinwort Benson.

British Vita announced pre-tax profits down from £54.23 million to £50.36 million in 1991, reflecting exposure to the depressed automotive and furniture markets.

Despite a decline in earnings from 18.8p a share to 16.9p, the company is increasing its total dividend from 6.7p a share to 7.05p with a final payment of 3.6p (3.4p).

Rod Sellers, chief executive, said expansion of the company's chain of polymer process-

ing operations across Europe was under consideration. The company is already active in Germany, France, The Netherlands, Belgium, Denmark, Sweden, Italy and Spain. He said the rights issue would provide the flexibility needed to take advantage of acquisition opportunities which may amount to "a substantial commitment".

Meanwhile the funds will be placed on deposit or used to repay borrowings. Year-end borrowings were £34 million and gearing was 20 per cent after expenditure of £43 million on capital investment, financing and acquisitions.

Group turnover rose from £635.95 million to £694.28 million and operating profits from £51.54 million to £53.34 million. However, pre-tax profits slipped 7 per cent because of higher interest charges, up from £3.19 million to £4.61 million, and a depressed contribution from associates, down from £5.87 million to £1.62 million.

Hanson's US arm reshuffles

DAVID Clarke has been made deputy chairman and chief executive officer of Hanson Industries, Hanson's American arm. Mr Clarke was named last month as the successor to Lord White as chairman of Hanson Industries.

John Raos steps in as president and chief operating officer, the post that Mr Clarke, a director of Hanson since 1989, has filled at Hanson Industries since 1978. Mr Raos has been a director at Hanson Industries since 1989, after joining the firm from Price Waterhouse, the accountant.

Trust rises

Net asset value at Pacific Assets Trust, a specialist trust with investments in the Asian Pacific region, increased by 35 per cent from 172.71p a share to 232.76p in the year to the end of January. Pre-tax profits fell from £839,000 to £653,000 on investment income of £1.82 million, down from £1.96 million. Earnings were 1.7p a share, compared with 2.55p, but the dividend is increased from 0.875p a share to 1p.

TTG improves

Transfer Technology Group, the engineering group formerly called Central & Sherwood and chaired by Robert Maxwell until last May, increased pre-tax profits from £2.94 million to £5.51 million in 1991. A final dividend of 6.75p a share increases the total payment from 10p to 13p. Earnings advanced from 31p a share to 40p.

Sinclair dips

William Sinclair Holdings, supplier of garden and pet products, said pre-tax profits fell from £1.77 million to £1.68 million in the six months to end-December, reducing earnings from 6.8p a share to 5.8p. The interim dividend is lifted from 1.6p a share to 1.7p.

Welpac buys

Welpac is raising £4.7 million through a share placing and open offer to help finance a series of acquisitions and a joint venture with Brauckmann & Probsting, a leading hardware supplier in Germany.

Victaulic hits high as profits leap 25%

By Our City Staff

SHARES in Victaulic raced ahead from 745p to a high of 786p after the plastic pipes and fittings company announced a 25 per cent leap in annual profits and a one-for-one scrip issue.

Pre-tax profits rose from £11.5 million to £14.3 million in 1991, helped by increased capital expenditure in the privatised water industry and strong demand from the gas sector.

Turnover increased from £99.6 million to £114.8 million and trading profits were up from £11.8 million to £14 million. Trading margins were strong in the second half, resulting in an increase from 11.8 per cent to 12.2 per cent for the year.

Earnings advanced from 34.9p a share to 42.5p. There is a final dividend of 10p a share, making 14.7p for the year, compared with 12p in the previous 12 months.

David Stewart, managing director, said that favourable trading conditions continued in the water and gas industries, which accounted for 78 per cent of group turnover. Although the rate of the increase in investment by the water industry was likely to slow down, Victaulic was likely to benefit from increased usage of polyethylene pipe and higher sales of its high performance Excel pipe and fittings.

Strong cash flow left the company with net balances of £9.7 million, compared with borrowings of £500,000 at the end of 1990. The company said it was looking for investment opportunities in continental Europe, where subsidiaries in The Netherlands and Germany returned sales of £11 million last year.

Victaulic was bought out from British Steel by its employees in 1983 and came to the stock market in 1988 through a placing of shares at 235p a share, valued at £46.4 million. British Steel placed its remaining 20 per cent stake with institutional investors last April. The company is worth £171.6 million.

A CITY MADE FROM COAL AND STEEL. A PEOPLE MADE OF STRONGER STUFF.



Nobody could deny that Newcastle has a proud industrial past.

Wherever you look you can see the results of our endeavours.

Britain's greatest ships were built in Newcastle. The first steam turbine was made in Newcastle. The light bulb was invented in Newcastle. And a brewer on the Tyne gave us the finest bottled beer in the world.

But the city's success story doesn't end in the past.

New companies are succeeding here today. Companies like British Airways, Dunlop, Findus and AA Insurance Services have all come to Newcastle in the last few years.

And they're succeeding because they've found a workforce of people with the kind of qualities others don't have.

Qualities you can probably recognise in people you can probably recognise. Like perseverance and strength for example. The perseverance to see a job through from start to finish. The kind that Bruce Oldfield displayed in his struggle from a Dr Barnardo's home to his own exclusive fashion house. The strength to keep going no matter how tough the going gets. The kind that enabled Steve Cram to keep on running until he was the fastest man in the world to run the mile.

They've found people with foresight. But that's hardly surprising. We've never been backward in looking forward in Newcastle. (Remember it was here that George and Robert Stephenson developed the railways over 150 years ago.)

They've also found people with incredible versatility and creativity. The versatility to take on any job, no matter how challenging. Just as Rowan Atkinson has, throughout his career. The creativity that's personified in Sting, formerly a secondary school teacher in Newcastle.

And, above all, they've found a workforce with an unparalleled sense of humour. The legendary George and Robert Stephenson developed the railways over 150 years ago.)

By road, we're on the intersection of the A1 and the A69. By rail, we're bang in the middle of the East Coast Line. Two hours from Edinburgh and less than three from London.

By air, we're within easy reach of every European capital from Newcastle International Airport.

While in the city itself there's the Metro, the best Rapid Transit System in Europe. Linking everything together.

In addition, there is Europe's largest indoor shopping centre, quality city centre shopping, and some of the best theatres and galleries outside London. And, on top of all that, we're surrounded by miles of beautiful countryside.

So, if you're thinking about moving your company, think about moving it to Newcastle.

You couldn't find a better place to be in business. Because you couldn't find better people to be in business with.

For more details call Phil Payne on 091 261 7392, or you can write to him at: The Economic Development Unit, Newcastle City Council, The Civic Centre, Newcastle upon Tyne NE1 8ON.

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NEW ERA. NEW ATTITUDE. NEWCASTLE.

Wider margins keep Cadbury sweet

WORLD recessions come and go, but our appetite for Cream Eggs, Curly Whirls and fizzy drinks is indefatigable. Cadbury Schweppes sold more than 470,000 tonnes of confectionery and more than 6.9 million litres of soft drinks in 1991. In total £3 billion worth of chocolates, sweets and soft drinks were consumed.

The group made pre-tax profits of £16.4 million, up 13.2 per cent in 1991 and at the higher end of the City's expectations. Sales rose 2.7 per cent to £3.23 billion and earnings per share rose 9.6 per cent to 27.7p. A final dividend of 9.3p has been declared making 12.5p for the year — 8.7 per cent up.

Perhaps the most exciting was the increase in trading margin from 10.6 per cent to 11.2 per cent as the benefits from the acquisition of Trebor Bassett came through and the investment in the soft drinks plant at Wakefield paid off. The group has also kept costs tight.

Trebor Bassett improved profits by 27 per cent on sales up 4 per cent and the Coca-Cola & Schweppes Beverages division in which Cadbury has a 51 per cent stake increased profits by 25 per cent to £77 million despite the poor summer for cold drinks and a market which saw volumes decline.

Overall confectionery profits rose from £16.4 million to £170 million and the beverages division increased profits from £171 million to

£192.3 million. But despite the strong performance in 1991, the City is looking to the future and is worrying about profits growth in what appears to be a mature market. While Cadbury is committed to investment programmes and marketing spend as a way of improving margins, it is likely to find, in common with other food manufacturers, that this type of margin growth is more difficult to come by. Further acquisitions and more joint ventures would appear to be on the cards.

Assuming pre-tax profits of £350 million in the current year, the shares, down 3p at 460p, are trading on 15.4 times earnings. While they deserve to be on a premium to the market, 16 per cent may be too high. They are only 10p off their five-year high and look fully valued.

BICC

At first sight, the 12p rise in the BICC share price looked more than a little puzzling, given that the cables and construction group had just announced that its annual pre-tax profits had been more than halved to £81 million and that its dividend was largely unimpaired.

A second look provides some explanation. Operating profits had fallen by a slightly less dramatic 31 per cent to £146 million and included £17 million of rationalisation costs. There was further possible comfort



Resilient businesses but depressed markets: Robin Biggam of BICC

in the fact that the £42 million exceptional provision included a £30 million write-down against property developments, which at this stage in the property cycle is unlikely to be repeated.

However, a third examination of the group chaired by Robin Biggam suggests caution may still be appropriate. First there is the £12 million provision relating to Balfour Beatty's participation in TML, the Channel tunnel contractor, which cannot be regarded as a one-off with much confidence. Then there is North Amer-

ican Cables, which moved from a £26 million operating profit in 1990 to a £3 million loss on sales of £308 million. Recovery here is largely dependent on holding on to recent price increases, which will not be easy.

The core businesses, Balfour Beatty and BICC Cables, demonstrated resilience, but both operate in markets showing no signs of recovery. With the group's strong balance sheet, they provide the basis for medium-term optimism. In the short term, however, the prospects look unexciting.

Pre-tax profits of around £130 million put the shares at 324p on a price/earnings multiple of 15. High enough.

GKN

FEW companies except insolvency specialists enjoy recessions. It is a question of how they react to the downturn. GKN certainly gave the impression at yesterday's 1991 results announcement that it felt it had coped well with this particular slump.

One of the most telling statistics was that, despite

the sharpest falls in car production since the war and downturns in nearly all markets, GKN reduced gearing to its lowest level since 1977 at 26.4 per cent. The reason was concentration on cash flow, resulting in a £55 million reduction in working capital and a reining in of capital expenditure from £129 million to £71 million — about level with depreciation.

The result was that, even after a maintained 20.5p dividend, the net cash inflow before financing costs was £59 million compared with a £9 million outflow for 1990. Pre-tax profits fell from £172 million to £95 million.

At the trading level the figures show a company well placed to react to changing circumstances. The benefit of geographical diversification was apparent in the car production forecasts given by Sir David Lees for 1992. Output and therefore demand for GKN's core automotive products, are forecast to increase in Britain, North America and Italy and to fall in Japan and Germany.

Effective recession management is one thing, recovery is another. There are no signs yet of a meaningful pickup in GKN's markets. Profits could increase to £115 million next year, giving 19.7p of earnings. This puts the shares on a 17.8 times multiple of earnings, suggesting that the market is well aware of GKN's strengths. Fairly priced.

Testing problems knock Reuters' shares

THE strong run in the shares of Reuters, the international news agency and financial information group, came to an abrupt halt, with the price falling 39p to £11.86 as dealers learned that overnight testing of its Globex computerised trading system had suffered a hiccup.

This was just what some American securities houses had been praying for in recent days as they struggled to cover large short positions built up in New York in the American depository receipts, equivalent to 8 million shares.

Reuters confirmed there was a problem with the testing and said its technicians were attempting to establish the fault. It is impossible to estimate how long the delay will be, but brokers who had spoken to the group said it seemed unimpaired. Reuters said that testing problems were inevitable.

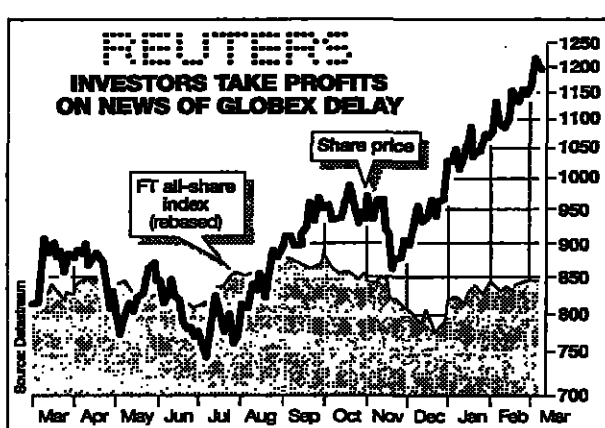
The Globex system was designed to trade in both the futures and options sectors, linking the world's two largest derivatives markets — the Chicago Mercantile Exchange and the Chicago

Board of Trade. Reuters tested the system in January, using 150 monitors. This had been increased to 250 monitors for the latest test.

Dealers in London were unperturbed by the fall in the share price. They said that Globex will be a winner for Reuters and that, after the recent strong performance by the shares, a correction in the price was inevitable.

The rest of the equity market suffered another uninspiring performance, with prices fluctuating in narrow limits throughout most of the day without any clear trend emerging. Hopes that the Dow Jones industrial average would finally pass the 3,300 level on Wall Street when the market opened were misplaced. This left the FT-SE 100 index nursing a fall by the close of 7 points at 2,558.4. Dealers described trading as patchy and thin, with fund managers showing little inclination to open positions before Tuesday's Budget.

Government securities were dragged lower by American sellers. Prices at the London end were left with falls of



£1. Dealers said there are growing worries about a rise in the public sector borrowing requirement. Among the

reassessment of British Aerospace continued with the price rising 5p to 532p. BAE has settled its dispute with

City fund managers may no longer look favourably on BP, but the group still seems to have no shortage of admirers in America. Goldman Sachs, the New York securities house, has been recommending the shares as a buy, while its rival Salomon Brothers is telling its clients that there will be no dividend cut. The shares ended 1 1/2p firmer at 269 1/2p.

Asda over their joint property venture. J Sainsbury lost an early lead to finish 1p cheaper at 393p as a line of 2.2

million shares went through the market.

Pearson rose 8p to 816p. Analysts are due to travel to the studios of BSkyB on Monday for the first time since the merger between Sky and BS. It is hoped some positive news will emerge. Pearson has a large stake in the project with Reed International. The shares were 6p lower at 542p after a sell recommendation from Smith New Court, the broker and News International, the owner of The Times, which was steady at 335p.

News that the shares of Merck, the pharmaceutical group, had been suspended on Wall Street amid claims, denied by the company, that it was having problems with

Mevacor, its anti-cholesterol drug, sent a shudder through British companies. Smith-Kline Beecham, which has a marketing agreement with Merck for its own anti-cholesterol treatment, fell 18p to 908p. There were also losses for Glaxo, 13p to 785p, while Wellcome shed an early lead to finish 1p cheaper at £10.24.

Once again, early interest focused on the long list of trading statements from leading companies.

GKN set the tone with a 22p rise to 354p in the wake of some better than expected figures, maintained dividend and a confident statement about current trading. The news from GKN also lifted T&N 4p to 112p. Glyndwed, reporting on Tuesday, climbed 6p to 225p, while Simon Engineering, with figures on the following day, advanced 8p to 252p.

Cadbury Schweppes, the soft drink and confectionery group, fell 3p to 460p despite reporting a 13 per cent rise in profits. There was no sign of the much-talked-of rights issue.

Full-year figures from BICC, the construction and cables group, clearly reflected the downturn in the building industry with pre-tax profits tumbling from £183 million to £81 million after provisions.

But the maintained dividend enabled the shares to score a rise of 12p to 324p.

MICHAEL CLARK

FT-SE 100 VOLUMES

Series	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Abbey Nat	4,200	4,300	4,400	4,500	4,600	4,700	4,800	4,900	5,000	5,100	5,200	5,300
Adia-Lyons	1,200	1,300	1,400	1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200	2,300
Anglo Corp	2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,400	3,500	3,600
Arp Wigan	804	814	824	834	844	854	864	874	884	894	904	914
BA	1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200	2,300	2,400	2,500	2,600
BAA	1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	1,900	2,000	2,100
BAT Ind	3,100	3,200	3,300	3,400	3,500	3,600	3,700	3,800	3,900	4,000	4,100	4,200
BET	600	610	620	630	640	650	660	670	680	690	700	710
BICC	801	811	821	831	841	851	861	871	881	891	901	911
BP	17,000	17,100	17,200	17,300	17,400	17,500	17,600	17,700	17,800	17,900	18,000	18,100
BTR	4,400	4,500	4,600	4,700	4,800	4,900	5,000	5,100	5,200	5,300	5,400	5,500
BS of Scot	3,500	3,600	3,700	3,800	3,900	4,000	4,100	4,200	4,300	4,400	4,500	4,600
BSA	1,700	1,800	1,900	2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800
BSG	1,200	1,300	1,400	1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200	2,300
BSI	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200
BSL	1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200	2,300	2,400	2,500	2,600
BSN	1,200	1,300	1,400	1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200	2,300
BSR	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200
BSV	1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	1,900	2,000	2,100
BSW	900	910	920	930	940	950	960	970	980	990	1,000	1,010
BSX	800	810	820	830	840	850	860	870	880	890	900	910
BSY	700	710	720	730	740	750	760	770	780	790	800	810
BSZ	600	610	620	630	640	650	660	670	680	690	700	710
BSA	500	510	520	530	540	550	560	570	580	590	600	610
BSB	400	410	420	430	440	450	460	470	480	490	500	510
BSG	300	310	320	330	340	350	360	370	380	390	400	410
BSH	200	210	220	230	240	250	260	270	280	290	300	310
BSI	100	110	120	130	140	150	160	170	180	190	200	210
BSJ	90	91	92	93	94	95	96	97	98	99	100	101
BSK	80	81	82	83	84	85	86	87	88	89	90	91
BSL	70	71	72	73	74	75	76	77	78	79	80	81
BSM	60	61	62	63	64	65	66	67	68	69	70	71
BSN	50	51	52	53	54	55	56	57	58	59	60	61
BSO	40	41	42	43	44	45	46	47	48	49	50	51
BSQ	30	31	32	33	34	35	36	37	38	39	40	41
BSR	20	21	22	23	24	25	26	27	28	29	30	31
BSV	10	11	12	13	14	15	16	17	18	19	20	21
BSW	9	10	11	12	13	14	15	16	17	18	19	20
BSX	8	9	10	11	12	13	14	15	16	17	18	19
BSY	7	8	9	10	11	12	13	14	15	16	17	18
BSZ	6	7	8	9	10	11	12	13	14	15	16	17
BSA	5	6	7	8	9	10	11	12	13	14	15	16
BSB	4	5	6	7	8	9	10	11	12	13	14	15
BSG	3	4	5	6	7	8	9	10	11	12	13	14
BSH	2	3	4	5	6	7	8	9	10	11	12	13
BSI	1	2	3	4	5	6	7	8	9	10	11	12
BSJ	0	1	2	3	4	5	6	7	8	9	10	11
BSK	0	1	2	3	4	5	6	7	8	9	10	11
BSL	0	1	2	3	4	5	6	7	8	9	10	11
BSM	0	1	2	3	4	5	6	7	8	9	10	11
BSN	0	1	2	3	4	5	6	7	8	9	10	11
BSO	0	1	2	3	4	5	6	7	8	9	10	11
BSQ	0	1	2	3	4	5	6	7	8	9	10	11
BSR	0	1	2	3	4	5	6	7	8	9	10	11
BSV	0	1	2	3	4	5	6	7	8	9	10	11
BSW	0	1	2	3	4	5	6	7	8	9	10	11
BSX	0	1	2	3	4	5	6	7	8	9	10	11
BSY	0	1	2	3	4	5	6	7	8	9	10	11
BSZ	0	1	2	3	4	5	6	7	8	9	10	11
BSA	0	1	2	3	4	5	6	7	8	9	10	11
BSB	0	1	2	3	4	5	6	7	8	9	10	11
BSG	0	1	2	3	4	5	6	7	8	9	10	11
BSH	0	1	2	3	4	5	6	7	8	9	10	11
BSI	0	1	2	3	4	5	6	7	8	9	10	11
BSJ	0	1	2	3	4	5	6	7	8	9	10	11
BSK	0	1	2	3	4	5	6	7	8	9	10	11
BSL	0	1	2	3	4	5	6	7	8	9	10	11
BSM	0	1	2	3	4	5	6	7	8	9	10	11
BSN	0	1	2	3	4	5	6	7	8	9	10	11
BSO	0	1	2	3	4	5	6	7	8	9	10	11
BSQ	0	1	2	3	4	5	6	7	8	9	10	11
BSR	0	1	2	3	4	5	6	7	8	9	10	11
BSV	0	1	2	3	4	5	6	7	8	9	10	11
BSW	0	1	2	3	4	5	6	7	8	9	10	11
BSX	0	1	2	3	4	5	6	7	8	9	10	11
BSY	0	1	2	3	4	5	6	7	8	9	10	11
BSZ	0	1	2	3	4	5	6	7	8	9	10	11

Trading jobs for minimum pay

Economists have always had a tough time forecasting unemployment, but when it comes to specific issues, such as the unemployment effect of a statutory minimum wage, the difficulties and the disagreement are even more pronounced. Yesterday the CBI came out with an oddly precise estimate according to which the Labour Party's proposals of a £3.40 minimum hourly wage, representing 50 per cent of male earnings, would add £2.5 billion a year to industry costs and would lead to a 150,000 rise in unemployment. There have been other forecasts. Michael Howard, the employment secretary, estimated 2 million extra unemployed, while the National Institute for Economic and Social Research said that the toll would be as low as 35,000 over five years.

The difficulty in all these estimates lies in the underlying assumptions one makes, and here one can pick and choose from a wide range of more or less plausible possibilities. One can say with certainty only that a minimum wage would lead to a combination of higher wage costs and a direct increase in unemployment.

The final outcome depends on how employers react to a minimum wage. It might in some cases even give rise to a positive productivity effect. Higher pay might force employers to introduce better and less labour-intensive technologies. The good news is that most industries, and especially profitable industries, will not be affected anyway because they pay wages well in excess of the minimum wage threshold. Nor is it likely that the future of the British economy will depend on sectors which survive only on the back of low wages. The macro-economic damage would therefore be limited.

The bad news is that minimum wages would affect vulnerable sectors, such as textiles and catering, and in some areas a minimum wage would be downright counterproductive. But even here one is confronted with significant forecasting hazards. The textile industry is already shedding workers all over Europe. If one wanted to predict the additional unemployment caused by a minimum wage, one would also need to make a second equally hazardous forecast to establish how many of those jobs would have disappeared anyway. It would therefore be wise to treat forecasts with more than a pinch of salt.

Rescuing Bush

As President Bush feels America's anger over his "read my lips" betrayal on tax and his half-hearted fight against recession, luck has it that early recovery could yet come to his rescue. The breakdown of yesterday's factory orders data for January, which showed only a 0.4 per cent rise on the headline number, provided fresh ammunition for a growing army of analysts that believes the economy is reviving.

Publicly, Alan Greenspan has continued to mutter that he might still be forced to ease the monetary reins. But the message is that the Fed does not want to relax unnecessarily.

Mr Greenspan has already let the world know that orders to America's factories grew again in February, which would mean four months' growth out of the latest five. Importantly, the January figures showed that orders for some durables were up 2.2 per cent. It was a slump in durable goods that caused the tumble in orders in December. While the January jump in new homes sales looks like consumer confidence regained, the increase in industrial plant orders and non-defence capital goods points to recovered corporate nerve.

Teaching Labour the art of noise and the predicament of promise

When John Smith delivers Labour's Budget plan, he must strip his leader's promises of threat, writes David Lipsey

Just as the Tories are looking to Norman Lamont to produce a Budget to win the election on Tuesday, Labour is looking no less anxiously to John Smith's shadow Budget a week later to avoid losing it.

Labour took a hard pounding after January's Tory offensive on its tax plans. In the end, it gave ground. The party's main policy document, *Opportunity Britain*, said that "the right structure of tax rates and tax bands will, of course, be decided by Labour's Chancellor of the Exchequer at Budget time". The shadow Chancellor has abandoned that position. As forecast in *The Times*, he announced yesterday he would set out Labour's plans in detail on March 17.

He must answer two questions in particular: whether the party's proposals will be phased in, and at what level its proposed 50 per cent rate for higher rate income tax will start. Both he, and Neil Kinnock, the Labour leader, are struggling to find an answer. If Norman Lamont can produce a budget bribe, why should not Labour simply produce a shadow Budget bribe? Why not abandon the threatened tax increases altogether? A justification for such a change is being canvassed among Labour MPs.

Labour's proposals have their origins in party analysis of what went wrong in the 1983 and 1987 elections. Labour said in both elections that it would increase state spending. It did not say how it would pay for it. The Tories branded the party as spendthrift inflationists.

The party's Treasury team decided on a different approach this time. The party would confine itself to two priorities: higher pensions and child benefits. It would declare unequivocally that these would be paid for by higher taxes on the rich. Hence the proposals; hence the initial insistence of the shadow Treasury team that the increases could not be phased in since Labour would "need the revenue now".

This was an honourable way to proceed. But politicians of Mr Smith's calibre need now have no difficulty escaping it. The government will borrow more for tax cuts.

Labour could borrow more for spending. Though child benefit and pensions are hardly "borrowing to build", as Neil Kinnock likes to describe Labour's strategy, the contradiction could doubtless be papered over.

Mr Kinnock and Mr Smith still hesitate. Conviction doubtless enters into the equation: if Labour does not stand for stinging the rich, what precisely does it stand for? This argument is reinforced by the fact that the earnings ceiling for national insurance contributions is intel-



Tax squeeze: John Smith, shadow Chancellor, will only decide "rates and bands... at Budget time"

llectly indefensible. The two men also fear the effect on the morale of their activists if they abandon a strand of party policy that appeals to its revisionist right as well as the left.

However, what concerns them more is that any retreat on the policy will make them appear weak to bow before every passing electoral breeze. Having watered down so many policies already, they are reluctant to go further.

Possible compromise solutions are being pondered. One concerns the ceiling for national insurance contributions. Labour's present proposals mean a "double whammy" for the well off. They will have to pay an

extra 9 per cent of their income over the NI ceiling (currently £20,280), and an extra 10 per cent because of the new higher rate. This would cost taxpayers on £75,000 a year a quarter of their present post-tax income.

This could be mitigated. Instead of abolishing the ceiling altogether, it is suggested, it could be set at the same level as the floor at which higher rate tax becomes payable.

However, this proposal would do nothing to help those earning between £20,280 and that floor, currently £28,715 a year for a married couple. Calculations by the independent Institute for Fiscal Studies

show that 12 per cent of families would lose from Labour's national insurance proposals. Most of them would come in this band. Alternatively, the ceiling could be abolished, but NI charged at a lower rate than the standard 9 per cent above it — at least for a transitional period.

The party could also compromise on higher rate tax itself. At present, it is to be introduced at a rate "well above" £30,000 a year. Roy Hattersley, the deputy leader, went out on an egalitarian limb when he said that this meant "£36,000 to £38,000" a year. Mr Smith has a free hand to set the threshold where he will. But again, however high he

goes, it will do nothing for the £20,000 plus family.

Labour faces another problem that could prove at least as serious as these. It concerns other tax changes to which *Opportunity Britain* commits the party. One such was defused last month, when the party said on the record that it would not introduce a policy apparently canvassed in *Opportunity Britain* that personal tax allowances would in future be allowed only against basic rate tax. That would have cost higher rate taxpayers up to £750 a year.

Certainly, Mr Kinnock believed that to be party policy. But after considerable internal confusion, Labour's tax spokesman, Nick Brown, eventually stated "absolutely and categorically" that the party had no intention of reducing the point at which the 40 per cent higher rate tax band cut in.

That, however, is not the only hostage to fortune included in *Opportunity Britain* (see panel). Already, the Conservatives have made some play with one offer. A charge equivalent to national insurance contribution is to be made on unearned income from investments. The party has said that this will apply only to investment income of £3,000 a year or more, and that pensioners will be exempt. Even so, any non-pensioner with, say, £30,000 in a building society account would be liable to be hit.

The rule would be particularly harsh on those retiring early, or made redundant with a lump sum payoff. Mr Smith is unlikely to find it easy to justify higher taxation of such people. *Opportunity Britain* commits the party to make all tax allowances equally valuable to all taxpayers, as is now the case with mortgage interest relief. A particular target here could be pension contributions. At present, employees' pension contributions are free of all tax. The Labour proposals appear to mean that higher rate taxpayers would have to pay 15 per cent tax on money they saved towards their pensions. Labour spokesmen neither confirm nor deny this is what is meant.

For Labour to threaten new taxes on the rich is nothing new. Harold Wilson's 1964 election victory followed a campaign in which he explicitly attacked the tax privileges of the better off. "Seven out of ten meals in smart restaurants are on expense accounts, and a large number of new cars, to say nothing about new clothes, smokes, houses, servants, medical care, club subscriptions, grouse moors, fishing rights and various bits of entertainment", he said in his Gravesend election speech. But there was one clear difference between Mr Wilson's approach and Mr Kinnock's. Mr Wilson made threatening noises. Mr Kinnock has made threatening promises. If Mr Smith cannot find a way of making them rather less threatening, the Labour leader may come to regret not having learnt the lesson of his astute predecessor's studied ambiguity.

Labour poll lead, page 1
Parliament, page 7

LABOUR'S TAX PLANS

1. We propose a series of tax bands ending in a top rate ceiling of 50 per cent.
2. It is wrong that people earning less than £20,280 should pay contributions on the whole of their income, while no further contributions are paid on higher earnings. We will... abolish the "ceiling" on national insurance contributions.
3. We will scrutinise all tax reliefs to ensure that they... are of equal value to all taxpayers... we believe that the value of tax allowances

should be the same for all taxpayers, instead of giving most help to those with the highest incomes.

4. We will ensure that the richest can no longer reduce their tax bills... either by setting a cash limit on the total reliefs which can be paid or adopting the USA policy of a "minimum tax" for those on top incomes.
5. The distinction between earned and unearned income should be removed... by introducing a charge on unearned income, equivalent to the employee's NI contribution.

6. We will... freeze the married couple's allowance at its present level, freeing resources to improve child benefit and other support for families.

7. We will crack down on tax dodgers... and introduce tougher tax laws.

The party goes on to say that "fundamental tax reforms of the kind we propose must be introduced gradually".

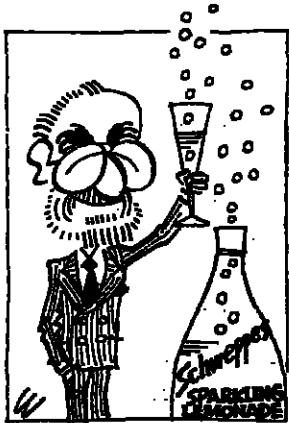
THE TIMES CITY DIARY

Faux pair

SIR Colin Chandler, managing director of Vickers, the tanks to medical equipment group which owns Rolls-Royce Motors, was in Edinburgh last night to deliver the annual Mountbatten Memorial Lecture. His topic, rather timely given yesterday's launch of the new Trident ballistic missile submarine at the Vickers Shipbuilding and Engineering Limited yard in Barrow-in-Furness, was defence, and he found time to touch on the difference between VSEL and Vickers plc which are, of course, completely separate. The confusion over their names, he told his audience, reminded him of a trip to India with George Younger when he was secretary of state for defence. "The Indians mentioned a VSEL project and used the name Vickers," he recalls. "Before they could continue, George Younger went into an eulogy about Vickers — 'great company, well managed, marvelous man Sir David Plastow, terrific achievement at Leeds...' He was interrupted by his private secretary who said, not exactly *sotto voce*: 'Ahem, ahem, secretary of state, I think you've got your Vickers in a twist!'"

Incredible hulk

BO GÖRANSSON, Swedish chairman of Intrum Justitia, the increasingly profitable debt collection group, yesterday claimed to be totally unaware that the second half of his company's name used to have something of a reputation among financially embarrassed Londoners last



century. Justitia was the name of the prison hulk, probably a retired navy vessel, that used to be moored in the Thames at Woolwich to offer spillover accommodation for The Fleet, the old debtors' prison. Göransson, clearly pleased with the ten years he has spent in Britain, says he is quite happy with the performance of his core business and has no intention of branching into prison ships. But who knows what the future bears? If privatisation of Britain's prison system becomes a serious proposition, perhaps some bold entrepreneur, possibly a Scandinavian ferry company, might try a hand at reviving the floating jail concept in London.

Paine on target

THE City should have known something big was in the air when a team from Robert Fleming invited 20 bankers from Japan, France, Germany and elsewhere to go day pigeon shooting on Friday. Little did they know that

the trio of Fleming directors who invited them, Ian Hamman, Colin Hamman and Jamie Bruce, had just finalised plans for Wellcome Trust's forthcoming £2.4 billion-plus share issue, and were secretly scouting for managers to lead the issue in different countries. Absent on the day were several American bankers who had cried off, blaming pressure of work — with the sole exception of PaineWebber. What chance that Paine gets the job? Congratulations, too, to Perry Lomax, a pharmaceutical analyst, who had the foresight to join Fleming just before it clinched the Wellcome deal. Lomax, who joins from Sheppards, made his name in the early Eighties at Vivian Gray when he tipped Glaxo at a time when nobody else would touch the stock. A newspaper headline summed it up: "Sell your Glaxo to Vivian Gray."

Added challenge

THE mild weather has not prevented 16 City firms from taking to the ice for the Hambro's Bank Broomball Challenge at Broadgate this month, raising at least £32,000 for the Cancer Research Campaign. The event will be poignant for Toby Jenkins, who is captaining a team from Williams de Broë. His father, Maurice, former chairman and chief executive of Rugby Group, the cement company, and a past director of Norwich Union, died of cancer on Christmas day, and Toby, who sells European shares to American institutions, hopes to raise £2,000 for research into the disease.

JON ASHWORTH

Energy will stretch water supply

From Mr Hugh Osborn

Sir, How "green" is Mr Wakeham's valley? Your report in the Business section (March 2) does not appear to recognise that the mad rush to "Create Electricity Green Boys" in order to avoid the wrath of the European Commissioners is causing another major environmental problem.

For the foreseeable future we shall need water in order to generate electricity. Unfortunately some of the present proposals by National Power to build large gas-fired generators (1,500MW like Didcot B), alongside large dirty coal-fired stations is going to put an unbearable demand on

the already acute water supply problems in the local areas, such as the Thames Valley.

If Mr Wakeham wants to back his own National Energy Efficiency Trust surely he should be promoting distributed generation nearer to where it is needed. This is not only more easily accountable environmentally, but also offers more efficient use of fuel by finer tuning to demand and offering combined heat and power facilities.

Yours faithfully,
HUGH OSBORN,
Plentys,
Church Road,
Blewbury,
Oxfordshire.

ICI cliché wrong

From Mr Ralph Blumenau

Sir, Could your financial journalists please stop referring to ICI as the bellwether of British industry? First, it is a tired and irritating old cliché; second, the metaphor has always been insulting to the rest of industry, implying sheep-like behaviour; but above all, it has long ceased to be remotely accurate: for one thing, the share price of ICI is still some 21 per cent down on what it was just before the October 1987 stockmarket crash, whereas the SE 100 Index is now about 8 per cent above its October 1987 level.

Yours faithfully,
RALPH BLUMENAU,
50 Kensington Park Road,
W11.

Magnificent Rolls

From Mr Andrew Wilski

Sir, If the vulgarity of some owners can infect the image of such a well-made and magnificently shaped thing as the Rolls-Royce (Business News,

Tale of three bears

From Mr John Magus

Sir, I was terribly impressed by Mr David Walton's "Tungsten test" in today's Business letters (February 28).

My small teddy-bear manufacturing company has bought no tungsten or ceramic cutting tips this week. A quick check through my records showed that I have not bought any in any week this year.

Am I able to assume, therefore, that my output of three bears per week has neither risen nor fallen?

Yours truly,
JOHN MAGUS,
28 Haddon Avenue,
Burley,
Leeds,
Yorkshire

February 27 and March 2), what might be said about the ownership of all the ignobly ugly "modern" cars. Yours faithfully,
ANDREW WILSKI,
4 Berkeley Road,
Mount Stn,
Royal Tunbridge Wells, Kent.

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PANASONIC UF127	£599	£160	£439
AMSTRAD FX5000AT	£425		£425
SHARP F5000	£1295	£796	£499

Recession pushes CRH down 25%

BY OUR EUROPEAN BUSINESS CORRESPONDENT

THE slowdown in the world economy and bad winter weather early last year has led to a 25 per cent fall in pre-tax profits at CRH, the Irish building materials group.

The company was particularly affected by the downturn in Britain and America, two of its four main markets, but the policy to diversify into mainland Europe has paid off and prevented a further decline in business.

Pre-tax profits were down from Ir£83.5 million to Ir£62.6 million (£58 million), but the company reiterated its commitment to a progressive dividend policy by raising the total from 6p per share to 6.45p. The dividend was already paid in two interim instalments.

Tony Barry, the chief executive, gave a gloomy outlook. "All the indications are that the extremely difficult economic conditions experienced in 1991 will be repeated and that 1992 will be as tough for us as 1991." There would be more cost reductions this year.

Ireland, which accounts for 43 per cent of trading profits, suffered an economic cooling-off period in 1991 after several years of strong growth, with construction output down 5 per cent. Agricultural investment, commercial construction and private housing declined.

The British and northern Irish economy suffered a 10 per cent fall in construction, and in America the industry went through the third year of recession in this industry.

The best performance was in mainland Europe, into which the company has expanded through acquisitions, and which accounts for 30 per cent of trading profits. German construction enjoyed strong growth, mainly because of orders from eastern Germany, although growth slowed towards the end of the year.

Galliford drops at half time

BY MATTHEW BOND

PRE-TAX profits at Galliford, the construction group, dropped from £3.6 million to £2.1 million in the six months to end-December in what the company described as a period of "frustration and disappointment". Earnings per share fell from 2.72p to 1.56p, but the interim dividend is held at 0.95p.

Peter Galliford, the chairman, said each of the group's companies had now trimmed their costs to reflect the reduced volume of work. There were, he said, some signs of an increased demand for new houses, where there had been a "modest improvement" in reservations since Christmas.

Medway to recommend port sale to buyout group

BY ROSS TIEMAN, INDUSTRIAL CORRESPONDENT

THE Medway Port Authority is expected today to recommend to Malcolm Rifkind, transport secretary, the sale of the port's assets to a management and employee buyout consortium (Mebo).

The Mebo team was the only bidder for Medway, in Kent, after the withdrawal of Maritime Transport Services. MTS, which operates the Grain container terminal within the Medway port conservancy area, withdrew after it failed to secure control of the first trust port to be privatised, Tees & Hartlepool, this year.

The continuing row over the outcome of the Tees sale is likely to work in favour of the Medway Mebo team. If Mr Rifkind were to reject the employee bid, the government would face further em-

barrassment over the port privatisation programme.

A future over Medway could also upset privatisation plans for the Forth Port Authority, which operates docks in the Edinburgh area, and which this week began marketing a £30 million flotation plan.

Peter Vincent, Medway's chief executive and the head of the Mebo group, said his team had not taken advantage of the absence of rival bidders. "Our advisers told us we should bid what we thought the port is worth, and that is what we did," he said.

Medway is the fourth-largest trust port, with annual turnover in 1990 of £30.5 million. Located close to the Thames estuary, it handles exports and imports of cars, provides ferry services to the continent, and imports fruit and timber.

Post-tax profits in 1990 were £904,000, but with debts of £27 million and little surplus property, the port is unlikely to have attracted a high offer, even though half the bid proceeds will be returned to the port's buyer under the government's privatisation regime.

In total, five of the seven largest trust ports are likely to achieve privatisation before the election. The exceptions are Dover, which faces uncertainty because of the construction of the Channel tunnel, and Ipswich, which is keen to retain its trust status.

After Medway, the sale of the Clyde Port Authority, where a Mebo consortium is competing with a local property company, is likely to be the next privatisation.

Then comes Forth, Tilbury, part of the Port of London Authority, and the biggest of the trust ports, by turnover, will probably be the last sale.



Rifkind: port decision



Beginning the tussle: Gianni Agnelli bid first

Battle over a bottle of Perrier is near the boil

Regulatory anarchy, family loyalties and a series of cross-shareholdings have always added a sense of intrigue to continental takeover battles. None, however, has yet matched the madness of the Franco-Italian-Swiss war over Perrier, which stands in a league all its own.

The fight over the famous French mineral water company has so far provoked four takeover bids and has led to a series of court cases, two of which will probably determine the eventual outcome.

The competition authorities in Brussels and bourse regulators in Paris might also add a twist at some stage. And then there are the protagonists themselves, who can always be relied upon to provide entertainment value: Gianni Agnelli, Europe's best-known businessman, Helmut Maucher, president of Nestlé, and Antoine Riboud, the chairman of the French food group BSN. Even the French fraud office got involved at one stage.

The story began at the end of last year, when the Agnelli extended a partial offer for Exor, a property company whose main interest was a 35 per cent stake in Perrier, to a full Fr5.6 billion bid.

The strategy was to gain control of Perrier through its main shareholder rather than with the Swiss allies.

One should note that all

After four bids and a series of court cases the French mineral water fight is wide open, reports Wolfgang Münchau

this came with the agreement of the chairman of Perrier, Jacques Vincent, who is also chairman of Exor.

In January, events started to unfold. Perrier sold 13.8 per cent of its equity, held in treasury stocks, to Saint Louis, a French sugar company and staunch supporter of Exor. One should note here, too, that the Agnelli, this time through another Luxembourg holding group, happened to hold a stake in Saint Louis.

Together with Saint Louis, Exor ended up with control of just under 50 per cent of Perrier. It looked like the Agnelli got what it wanted.

But on January 20, Nestlé entered with a Fr13.4 billion bid for Perrier. A crucial part of the strategy was to sell Perrier's Volvic mineral water brand to BSN.

One should note here that the Agnelli also have a stake in BSN, and it was assumed that M Riboud would side with Signor Agnelli, his erstwhile friend rather than with the Swiss allies.

Not so. M Riboud was displeased and felt threatened by Signor Agnelli's

aggressive burst into the French food market and decided to change camps. Despite M Riboud's support, Nestlé's bid faced formidable obstacles, because Exor and Saint Louis had effective voting control of Perrier.

Nestlé decided to launch two lawsuits, one in Nîmes to challenge Exor's right to exercise its 35 per cent vote, and another in Paris to try to get Saint Louis's share purchase annulled. If Nestlé loses both cases, it will have lost the battle. Not leaving a stone unturned, Exor countered over Nestlé's plans to sell to BSN. If matters were not complicated enough, more was to come. BSN launched a Fr6 billion counterbid for Exor, presumably to intimidate the Agnelli. Last week Exor succumbed to pressure from the market regulator and launched a bid for Perrier, which matched but did not exceed Nestlé's offer.

With this bid, the circus has moved to full circle. The situation was provoked by Exor's wish to escape a full bid for Perrier. And it has ended up with Exor doing just that.

At this stage, the battle is still open. The Agnelli have a good chance, but then, so does Nestlé, the judges in Nîmes and Paris permitting. There could still be a "friendly" agreement, or even a carve-up of Perrier.

Never mind the future of one of France's best companies, let alone the future of one of its best industries. This is a family game.

CRA dives after asset writedowns

FROM BRIAN BUCHANAN IN SYDNEY

WRITEDOWNS of several key assets sent CRA, Australia's biggest mining group, plunging A\$34.4 million (£14.6 million) into the red for the year to end-December, compared with an A\$400.5 million profit after extraordinary in the previous year.

However, the local share market focused on the better than expected operating profit of A\$350 million, down from A\$472.5 million, and pushed the shares up 24 cents to a close of A\$14.10.

Directors declared a fully franked final dividend of 24 cents a share for a full-year dividend of 34 cents, compared with 44 cents for the previous year.

The company wrote down the carrying value of assets by A\$544 million. The Bougainville copper mine in Papua New Guinea is now on the books at zero value, after a writedown of A\$267 million because of its closure after

continuous attacks in a land rights dispute.

The copper-smelting operations in Port Kembla were affected by the closure, leading to a A\$110 million writedown for the copper and gold operations.

However, Hamersley Iron, the iron ore subsidiary, produced its third successive record profit, coming in at A\$416 million compared with A\$262 million in 1990. Net sales revenue rose to A\$4.95 billion from A\$4.59 billion.

The final dividend was raised as operating improvements increased net profits in the second half to A\$223 million from A\$154.5 million in the first half.

John Ralph, CRA's chief executive, said that an early recovery in the American economy looked more certain but that "prospects for an early recovery in mineral prices or demand appear to be poor".

Textiles recession over, Haggas says

BY GILLIAN BOWDITCH

BRIAN Haggas, chairman of John Haggas, the West Yorkshire worsted spinner, says that for his company the recession ended on March 14, 1991, the day the business returned to full capacity.

Mr Haggas says that the textile industry went into recession a year ahead of the rest of industry and has come out of recession a year earlier. "In March last year we returned to full capacity and business has improved gradually ever since. But February last year was diabolical. We were near-suicidal."

Pre-tax profits rose from £355,000 to £911,000 in the six months to end-December on turnover up from £15.6 million to £16.4 million. Earnings per share rose from 1.06p to 2.8p. An interim dividend of 1p a share has been declared against no dividend last time.

Manufacturing profits rose from £494,000 to £1.136 million. The spinning division is

operating at full capacity and orders are increasing despite some of the group's major customers finding trading conditions difficult.

Mr Haggas said orders were coming from the Middle East and Europe. "What has happened during the recession is that a lot of our competitors have gone out of business. There is less British competition abroad and we tend to be competing with French, German and Italian companies."

The fabric division performed in line with last year and, although the home trade has been flat, exports to western Europe increased significantly. The retail division saw losses rise from £139,000 to £225,000. The group has 28 shops selling hand knitting yarns and craft products.

Mr Haggas said the group would be even busier once the menswear and home furnishings markets improved. The shares fell 7p to 102p.

Norway's second bank loses £811 m

BY COLIN NARBROUGH, ECONOMICS CORRESPONDENT

NORWAY'S second-largest bank, Christiania Bank og Kreditkasse, reported a provisional net loss of Kr9.17 billion (£811 million) for 1991. The loss exceeded market expectations and compared with a loss of less than Nkr2 billion the previous year.

Trouble at the bank, which came under control of the Oslo government last December, followed severe recession in Norway's onshore economy that unleashed a wave of failures and bad debts.

Christiania's operating loss before loan losses was Nkr1.97 last year, against a profit of Nkr83 million in 1990. Net earnings on interest dropped to Kr2.66 billion from Kr3.25 billion.

Sigbjørn Johnsen, the Norwegian finance minister, said the bank had to intensify efforts to boost earnings and cut costs. The government last year injected Kr7.86 billion into Christiania to enable it to survive, effectively putting it under state control.

Mr Johnsen said it might be necessary to replenish the government's bank insurance fund, given the difficulties in the banking sector. Norwegian banks have to meet tougher capital adequacy requirements by the end of this year.

Børger Lenth, chief executive at Christiania, said there was a good hope of the bank returning to profit this year before allowance for provisions for bad debt. But Per Ditlev-Simonsen, the board chairman, said it could be a long time before much of the bank would be back in private control.

Scandal shakes Spanish banking industry

FROM NEIL BENNETT IN MADRID

THE Spanish banking industry is being rocked by a scandal that has nearly caused the resignation of the governor of the Bank of Spain and has damaged the popularity of the ruling socialist party.

The Bank of Spain has taken over the operations of Ibercorp, the bank at the centre of the scandal, which is about the sale of shares to resolve its financial difficulties after the collapse of merger talks with a rival institution.

Bankers are demanding action over the Ibercorp affair and the stock market commission has promised an official enquiry into its share transactions. Polls show that the majority of

Spaniards believe the socialist party is still hiding the full details of the affair and the scandal could prove to be decisive in next year's general election.

Last month Mariano Rubio, the governor of the Bank of Spain, offered to resign after allegations that he received preferential treatment from Ibercorp in the disposal of an investment. The offer was refused by Carlos Solchaga, the finance minister, but it has shaken the government and Madrid society because Señor Rubio is one of the so-called "beautiful people", the leading socialists who have risen to power under Felipe González, the prime minister.

Many of Spain's leading figures are

being mentioned in the Ibercorp affair including Miguel Boyer, the former economics minister whose investments were also managed by the bank. Señor Boyer's wife was previously married to Julio Iglesias, the singer.

The scandal is about the sale of shares in Sistemas Financieros, a financial company linked to Ibercorp. In May 1990 Sistemas bought back a block of its own shares from Ibercorp, including some owned by Señor Rubio. Soon afterwards the share price collapsed.

Since then Ibercorp has suffered heavy losses because of high interest rates in the Spanish interbank market. In 1990 it declared these were

Ptas473 million (£2.63 million). The Bank of Spain has intervened in Ibercorp's operations after the collapse of merger talks with Banco Inversion.

Señor Rubio has told the Spanish parliament that he did not know about the transactions. Nevertheless, senior bankers are saying he should have been allowed to resign.

Many believe that Spain's reputation as a financial centre is at stake. However, Señor Rubio is due to retire in July and is expected to be replaced by Luis Rojo, his deputy. The Spanish press continues to be full of revelations about the Ibercorp affair and few expect the subject to quieten down yet.

THE TIMES

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No	Company	Share Price
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There were no valid claims for the Portfolio Platinum prize yesterday. The £2,000 will be added to today's competition.

1991/92	High	Low	Company	Price	%	Div	P/E
1	10.00	9.50	ABN	10.00	0.00	0.00	10.00
2	10.00	9.50	ABN	10.00	0.00	0.00	10.00
3	10.00	9.50	ABN	10.00	0.00	0.00	10.00
4	10.00	9.50	ABN	10.00	0.00	0.00	10.00
5	10.00	9.50	ABN	10.00	0.00	0.00	10.00
6	10.00	9.50	ABN	10.00	0.00	0.00	10.00
7	10.00	9.50	ABN	10.00	0.00	0.00	10.00
8	10.00	9.50	ABN	10.00	0.00	0.00	10.00
9	10.00	9.50	ABN	10.00	0.00	0.00	10.00
10	10.00	9.50	ABN	10.00	0.00	0.00	10.00
11	10.00	9.50	ABN	10.00	0.00	0.00	10.00
12	10.00	9.50	ABN	10.00	0.00	0.00	10.00
13	10.00	9.50	ABN	10.00	0.00	0.00	10.00
14	10.00	9.50	ABN	10.00	0.00	0.00	10.00
15	10.00	9.50	ABN	10.00	0.00	0.00	10.00
16	10.00	9.50	ABN	10.00	0.00	0.00	10.00
17	10.00	9.50	ABN	10.00	0.00	0.00	10.00
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10	10	Albrighton	49
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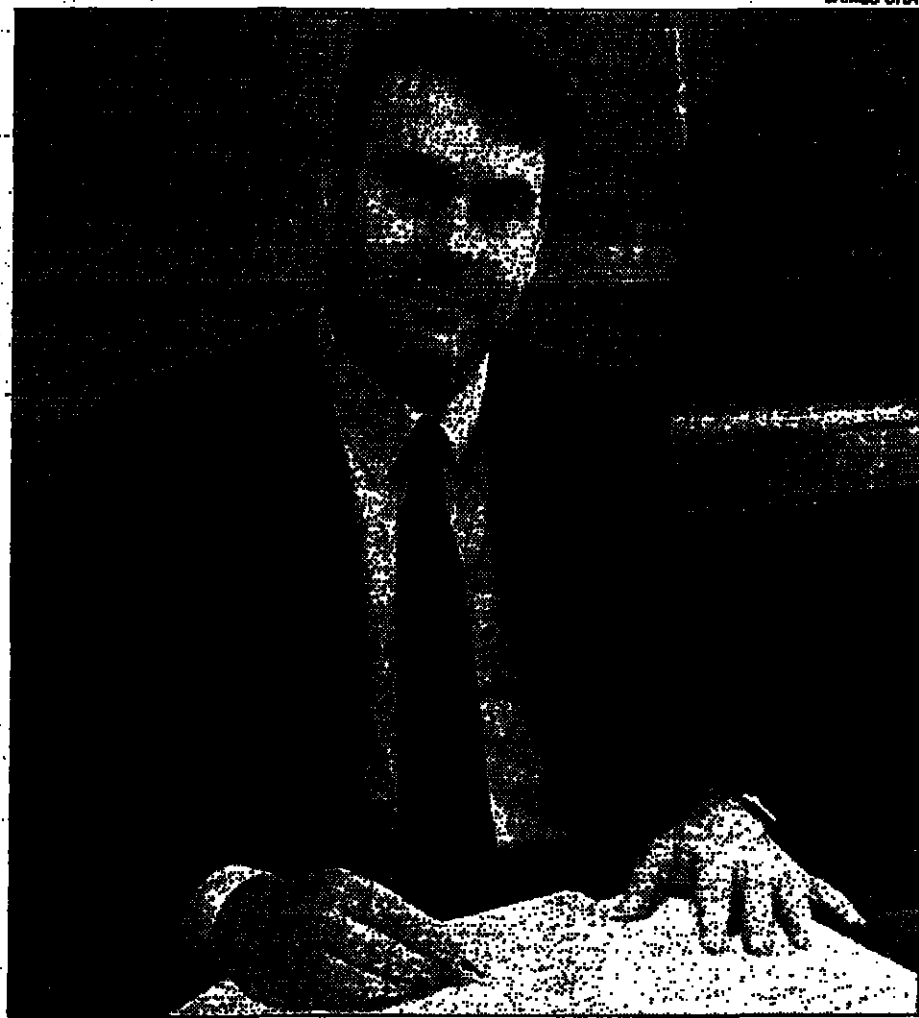
Working for power in the boardroom

Non-executive directors are often seen as the panacea for boardroom ills. Allister Wilson argues that this might not be the case and that institutional shareholders have a vital role to play

Non-executive directors are often seen as fashionable boardroom accessories in these days of troubled corporate administration. Scarcely a single FT-SE 100 company operates without at least one in the ranks, and organisations such as the London Stock Exchange, the Institutional Shareholders Committee and the Confederation of British Industry have publicly commended their worth, while throughout industry chairmen are proclaiming the advantages of their appointment. However, this enthusiasm disguises the fact that the effectiveness of non-executive directors varies considerably and that, in some cases, their existence might, in fact, create a false sense of security. They are certainly not the panacea to all corporate governance ills as is sometimes suggested.

The effectiveness of non-executive directors depends on a number of factors: the degree of their independence, business experience, expertise, and industry knowledge and the amount of time they devote to the task. But, however competent and committed they may be, their effectiveness will depend on the amount and timeliness of the information they receive from the company and the willingness of executive directors to allow them to contribute an independent view to the board's deliberations.

How far are these conditions being fulfilled? A survey conducted among *The Times* 1,000 companies showed that 60 per cent of respondents appointed non-executive



Setting an agenda for influence: Allister Wilson of Ernst & Young

directors without defining their role. At the same time, many companies did not provide them with sufficient information to make an appreciable contribution — even though non-executive directors have the same legal responsibilities as their executive colleagues. However, some non-executive directors are appointed for the value their personal contacts can bring to the organisation, frequently earning their fees many times over through the extra value they add to the company. Such non-executive directors, however relevant their background or assiduous their involvement in the company's affairs, do not necessarily exercise any review of their executive colleagues; nor does anyone who is involved in the process expect this of them.

Ultimately, the effectiveness of non-executive directors comes down to the personalities involved, their commitment, ability and their understanding of their role. But even the best and most diligent non-executive director can be only as effective as he or she is allowed to be. No amount of voluntary guidance or legislative backing will prevent a determined executive board from rendering a non-executive director impotent, thereby leaving him or her with little alternative than to resign.

This is the disturbing paradox. The City agrees that the chief benefit of non-executive directors to companies is their active participation as directors. Yet where a non-executive director's role is confined to examining vast

pages of paper at the beginning of a board meeting, without the opportunity to raise freely issues of concern, then his or her ability to contribute to corporate debate is significantly constrained.

The requirement for and responsibilities of non-executive directors, it has been suggested, should have statutory backing. However, it is neither desirable nor feasible to legislate in this area of corporate governance. The Institute of Directors and Pro Ned (Promotion of Non-Executive Directors) have both published codes of practice for non-executive directors. Pro Ned also provides a guide for non-executive directors. But how effective are these?

In theory, the guidelines are fine. In practice, many non-executive directors still seem to have difficulty knowing what is expected of them, either by the executive directors or by the shareholders, nor do they have a clear understanding of what stan-

dards of diligence are appropriate for them to be able to show that they have fulfilled their duties to shareholders.

It can be argued that shareholders get the directors they deserve, and that responsibility rests with them to ensure that the directors run the company according to the shareholders' wishes. The small shareholder who is unhappy with the directors' performance has virtually no remedy other than to sell his shares. The same cannot be said for institutional investors.

Unquestionably, institutional investors not only have a vital role to play in this respect but also have the means to do the job. With stakes in many, if not all, the top companies and with the research and analysis resources at their disposal, they are capable of monitoring, comparing and contrasting corporate governance in the widest sense. Most are keenly aware that if they take no interest in their investments they might be taken advantage of. Company underper-

formance or an obvious boardroom anomaly are usually enough to provoke institutional response.

Far too often, however, this simply takes the form of a knee-jerk reaction — a slamming of the institutional door after the corporate horse has bolted. The institutional shareholder complaining about boardroom upsets after they have taken place is a relatively common sight.

Non-executive directors, audit committees, directors' remuneration, conflicts of interest — these are all areas in which large institutional investors have a part to play. By seeing their responsibilities in the broader context of the market, they can safeguard not only their own interests but the interests of the business community at large and can help the non-executive directors to fulfil the important role expected of them.

Allister Wilson is a technical partner at Ernst & Young and co-author of the firm's book, *UK GAAP*.

Firms take flak on predatory pricing

AS THE recession bites and the large accountancy firms suffer still further they are going to find that the practice known as "lowballing" assumes still greater importance.

This is where a firm seeks to increase its market share by dropping its quote for an audit fee to rock bottom, or beyond. In tough market circumstances some degree of cost cutting is inevitable. What worries people inside and outside the profession is the extent to which the cost cutting may go further and lead to a drop in the quality of work as well.

The firms argue that greater efficiency, better staff management, and the possibility of making up any shortfall with the occasional management consultancy project for the same client allow them to reduce the basic audit fee. But the outside world has no way of judging that, and so remains sceptical. The figures involved are often

cutting of standards. But the problem lies in proving that link. Examples of lowballing, as opposed to fiercely competitive behaviour or loss leaders, are hard to nail down. Some firms are offering to do the audit work for free when other services are being provided for the same client.

Unlike other areas of ethical concern in the profession it is known that the trade and industry department is less worried about lowballing. But the profession's joint ethics committee is working on a draft document that will outline ways of dealing with the problem. This is due to be issued in two months so that all interested parties can have their say before definitive guidance is produced in the autumn.

Three options are likely to be covered. The first would be to sit tight and do nothing other than say that times are hard, the firms operate in a free market and interference



ROBERT BRUCE

should not be necessary. This is patently not on. The market argument may be valid during a price-cutting war between producers of baked beans. It does not make sense when the service is a statutory one being carried out to safeguard the interests of pension funds, shareholders, and widows and orphans. The second way of dealing with it would be to follow something like the Texan solution. The practice would be outlawed and a formula devised to define the floor through which fees could not fall without being suspect. But formulas based on figures, particularly those produced by organisations as secretive over their figures as the large firms, would be complicated. Hence

the third option — and likeliest to succeed. A system could be set up so that the firms would be able to complain to either the ethics committee or to the profession's audit monitoring service about specific instances of undercutting. The service would be given the power to go into the audit firms, seize the relevant working papers, and then go through them in detail to establish whether the standard of the audit work had suffered as a result of the plummeting audit fee.

The firms would obviously dislike either of the last two options. But to an extent they may have no choice. They need to prove that they are independent in the face of client pressure.

Every six months the senior partners of the top firms meet to discuss mutual problems and issues. When they met three weeks ago the main item on the agenda was what they should do about the colossal thumping their reputation is taking. One of the solutions would be to go along with tougher rules to convince their public that they are indeed acting with integrity and independence. The author is the Associate Editor of *Accountancy Age*.

Paying for battles in Brussels

By GRAHAM SEARJEANT, FINANCIAL EDITOR

WHEN members of the Institute of Chartered Accountants in Scotland rejected a merger with their larger neighbour in England and Wales, the Scottish institute had to indulge in a rapid rethink of its long-term objectives.

Finally, under the initiative of Ian McNeil, this year's president, the English institute has come up with its own new manifesto.

In this case, however, the underlying motivation lies in the drastic changes in the legal and political climate in which accountants now operate and, in particular, the impact of the European Community and its policy-making powers.

More clearly than ever before, the institute is a statute-based regulator of auditors, insolvency practitioners and accountants' investment business, as well as being what its critics call a trade association.

The new statement of long-term objectives defends this situation and even accepts the possibility that the institute may be saddled with more regulatory duties. It does not want them, but would sooner take them on than abdicate to a new external statutory body as some Labour critics would prefer.

The new climate is evident



McNeil: initiative

in a greater emphasis on ethical rules for members and in training for students. The institute also realises that its disciplinary procedure, which so often labours long to produce little, needs beefing up and speeding up if it is to satisfy the public, let alone members operating under a shadow.

Not surprisingly, the key area in developing advice and services to members will be in helping individual accountants and smaller practitioners cope with the flood of statute-based regulations. The rulebooks are as much of a headache and overhead burden to many accountants as they have already proved

to smaller firms in the securities and investment advice businesses.

Coping with Brussels may, however, be the biggest and most controversial challenge. While doing its bit across the Channel, the institute has basically operated by trying to keep the trade and industry department on its side in the development of Community directives, however critical ministers may be at home in pressing the profession to put its house in order.

This has had some success, but inevitably it has often been negative, following the usual British path of amending or stalling directives dreamed up in the Commission, on continental thinking, so as to minimise the damage. As the leading accountancy profession in the Community, the British should really be pressing the initiatives.

The trigger for change was the Maastricht accord, which introduces much more majority voting on the sort of broad and better issues that most concern the profession. Having the department of trade and industry on one's side will no longer be enough, as has become increasingly clear in recent years over international trade issues. Options therefore include the institute

opening an office in Brussels to monitor the weather and put the profession's opinions across at a much earlier stage in the formation of Community rules and draft directives.

All this will naturally cost money. Some of the regulatory charges, including registration, fall on practising members through fees, but Ian Plastow, the deputy president, now has the painful task of persuading the institute's budget-conscious accountant members to come up with more in subscriptions as well.

On the institute's proposals, the basic subscription of £100 a year would rise by 15 per cent in 1993 and by 12.5 per cent more than inflation in each of the following two years. A practising accountant would face a 1993 increase of 21 per cent.

The institute has gone to some length to show that its annual subscriptions are low compared with other institutes and professional bodies. That is not surprising. The last time it attempted to raise subscriptions by 12 per cent in real terms, back in 1985, it just failed to win the necessary support of two-thirds of the members. And many accountants seem to be just as sceptical this time around.

It seems that the moral of the story is to keep your head well down and feign interest in everything.

Doing it right
ROGER Burgess of Andersen Consulting managed some legitimate one-upmanship by announcing a 32 per cent rise in 1991 fee income to £172 million just 24 hours before Andrew Davies, president of the Management Consultants Association, revealed that his members as a whole had only managed a 4 per cent rise to £850 million, though that does not include facilities management work, which like Andersen's other speciality of information technology showed much higher growth. Oddly, Burgess felt the need to commission a special "independent" report to confirm that he was doing the right thing.

Lawson in third spot

LAWSON is back! Well, it's not quite how it sounds, but Roger Lawson has been confirmed as the new vice-president of the Institute of Chartered Accountants in England and Wales. Lawson, aged 46, director of America, Asia and Pacific for 3i, Britain's biggest venture capital group, will be only the fourth non-practising holder of the title in 100 years when he starts on June 3, but he seems well-suited to the task. He is a former chairman of the London society of chartered accountants, looks after the ICA's publishing and commercial operations and was instrumental in setting up the institute's board of chartered accountants in business.

Hard luck to Patrick Brennan and Christopher Swinson who were the other contenders to the crown. His namesake, the right honourable member for Blaby, is busy finishing his memoirs.



Bored out

BEING bored, it seems, has become a sackable offence. A well qualified young woman accountant recently sought a job with one of the leading, smaller firms of auditors, having quit a good post with one of the Big Six. Asked at the interview why she had left, such an apparently attractive position she explained that she had made the cardinal error of asking her partner to be switched to "more interesting work". "Well, if that's the way you feel about working for us, then you might as well leave straight away," came the withering reply. And she was out of the door within the week. At a time when many accountants are looking for opportunities to let people go,

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A familiar face returns to Twickenham to challenge English ascendancy in the five nations' championship

Davies discovers sense of nationality with Wales

By DAVID HANDS
RUGBY CORRESPONDENT

ALAN Davies is now as well-known as a rugby coach in Wales as in England, but Alan Davies as a philosopher appeals far more to the introspective Welsh than he ever did to the English, with their inherent suspicion of emotional Celtic overtones.

That Davies, sometime coach to the England B team and thus to several of the present senior side, comes to Twickenham on Saturday with a Welsh team seeking to prevent another English grand slam — bringing with it the triple crown and five nations' championship — adds piquancy to what will probably be the decisive weekend of the tournament.

Davies, a miner's son from Ynysybwl, has spent his entire playing and coaching life in the English Midlands. His professional life, too, has been in Nottingham, but now he is able to talk of a rebirth, of a rediscovery of nationality that marches well with, if not a renaissance in Welsh rugby, at least a renewed sense of confidence, direction and drive.

"There is no particular satisfaction to be derived from preparing a side to beat England," Davies said. "I'm neutral about it."

It was not always so. Davies grew up as a coach within the English system: club, division, England B. His charges along the way included Andrew and Moore, Webb and Carling, Probyn and Skinner and he was a strong long-term candidate for the English coaching position before 1988, when relationships with the English senior man-

agement team became increasingly strained.

The result was the dismissal, in 1989, of the B coaches, Davies and David Robinson, and the elevation of Dick Best, now the England coach.

"In some ways fate took a hand," Davies said. "It not only made the careers of some players I was close to at the time, but the resulting trauma caused me to get my nationality back. If I had been included more in the English system, I would not have found myself where I am now, which I consider to be a great position."

"There is a memory of the England experience which has served me in good stead. It has nothing to do with the people involved. I had lost my nationality through coaching. Now I have people calling me by my family name of Barry, which is what everyone in Ynysybwl used to call me when I was a child."

He discounts the value of his intimate knowledge of the England players. "A team game is full of variables and what the England management, and Don Rutherford, have done is to work hard to mirror the All Blacks, to reduce the variables so as to control what happens."

"When you know players, you know their strengths, but you also know, more than anything else, their weakness-

es. The team organisation exists, as much as anything, to cover those. If I were to prepare Wales to expose those weaknesses, I risk two dangers: the possibility of over-emphasising the opposition and, in consequence, neglecting the development of my own side."

"Bob Norster and I want to develop the individuals and the team in a revival of fortunes in Welsh rugby. It will take a long time to get the Welsh team out of the situation they were in, but there is a great regard among those involved on the management side for the individual players as people and we keep emphasising that. Just because Welsh failings were severely exposed last year and may be exposed again in the future, doesn't mean the people on the field are any less for it."

"If they are not good enough, they shouldn't be placed in that position, or we must do all we can to help them become good enough. We have developed confidence in this group of players and the opposition on Saturday will become a measure for them. England are not necessarily the greatest bunch of individuals who ever played, but they are a good team and they demonstrate the good things all good teams exhibit."

"These individuals in the Welsh team have been privileged enough to be the first for 72 matches to stay together in three championship games. Now they have to show what they are made of. If the landslide that many people predict for England happens, it will be because England have earned it."

Webb may reconsider

JONATHAN Webb, the England full back, admitted yesterday that he was considering delaying his retirement from international rugby (Peter Billis writes). Webb, of Bath, had suggested he would end his international career after Saturday's grand slam match against Wales at Twickenham, but he is having second thoughts.

"Towards the end of a season as long and hard as this, you start to feel you have had enough," Webb said. "But now it is so close to our last game of the season I am not so sure. A lot will depend on

my job, but I must admit there are now factors in my mind that might persuade me to carry on."

The attraction of facing the South Africans, who are scheduled to meet England at Twickenham in November, is a strong consideration for Webb. "I have never played against the Springboks and that would be a great game to play in," he said. "It would make me think about carrying on."

Webb will take a break from rugby in the close season and decide finally next August.



Happy at the helm: Davies is relishing his revival of rugby union in Wales

Cape Town chosen as international venue

By DAVID HANDS

THE first international for 21 years between South Africa and Australia, the world champions, will take place at the Newlands ground in Cape Town on August 22. The South African authorities have accepted the Australian request for the climax to their four-match tour to be played at sea level.

The Australians, who will select a squad of 28, will play a cross-section of the South African rugby community. They will open against the Rural Provinces, drawn from the C section of the Currie Cup competition; they go on to play Transvaal, runners-up in the Currie Cup last year. Central Provinces will represent the cup's B section before the international.

There have been 28 match-

es played between the two countries, of which South Africa has won 21. In 1971, the last time the South Africans toured Australia, they won the series 3-0. New Zealand are due to follow the Australians on an equally brief visit, but details have yet to be finalised.

The formal launch of the unified South African Rugby Football Union (which has been officially in being since November last year) is not until March 20 in Kimberley. The occasion will be marked the next day with a game between a South African Invitational XV and the local province, Griqualand West.

TOUR ITINERARY: August 12 v Rural Provinces (Port Elizabeth); 15 v Transvaal (Johannesburg); 18 v Central Provinces (Pretoria); 22 v South Africa (Cape Town).

St Mary's power to record

St Mary's Hospital 49
UCH Middlesex 40

By PETER BILLIS

NO SURPRISES at Old Deer Park yesterday as St Mary's won an inevitable sixth successive Hospitals Cup title, matching both the highest score in a final and the longest sequence of wins in the Inter-Hospital Challenge Cup this century.

The factors that have been omnipresent in Mary's domination were again decisive. Nobody has challenged Mary's forward power and superior speed behind the scrum for years and UCH Middlesex, who lost their full back, Davis, after only 14 minutes, never threatened to buck the trend before a noisy, vibrant crowd. Mary's eventual winners

by five goals, four tries and a penalty goal to nil, had 17 points in the bag within the first 24 minutes and the final was effectively over. Vaughan's bulk and raw power wrecked the UCH front row at the set scrums and although the lineouts were more closely contested, Mary's enjoyed command of the loose ball.

Walters got the first try with a mazy run after being set up by his centres. Morgan himself scored the second in 13 minutes and Hunt was driven through for the third in the 24th minute. Butland converted only one of the first three and also missed two penalties in front of the posts. Mitchell and Wintle finished off more heavy pressure for further tries before half-time and Mary's relaxed at the interval, 27-0 ahead.

Torkington and Boos

crashed over from close range within the opening 11 minutes of the second half to make it 37-0. But from this unlikely juncture, UCH put together their best spell of the match, twice going close to a score from drives by Bevan.

Kelly, however, scored with 10 minutes left and Mitchell completed the best try of the match, which began on Mary's own line and featured most of the side. Butland's conversion matched the 1979 highest winning score.

SCORERS: St Mary's: Tries: Mitchell (2), Walters, Morgan, Hunt, Wintle, Torkington, Boos, Kelly. Conversions: Butland (3). Goals: Kelly. ST MARY'S: J. Walters, C. Boos, A. Morgan, A. Hunt, R. Walters, R. Butland, C. Wright, D. Hughes, R. G. Smith, P. Wintle, R. Russell, D. Chesterton, J. Hyde, C. Bevan, R. Griffiths, M. McFarlane. Referee: R. Cullerton (GFP).

Mullin's move brings a problem into focus

By DAVID HANDS

THE retirement of Brendan Mullin from international rugby has emphasised the problem that Irish, and to a lesser extent Scottish, rugby has to cope with: lack of manpower. It has also served to underline the intractability of the planned Irish tour to New Zealand this summer, agreed six years ago, before the first World Cup was played, let alone the second.

Mullin, the most-capped Irish centre, has given eight years to international rugby and no administrator could criticise a player of his commitment and pride in his physical condition.

Yet, as Ken Reid, the Irish team manager, admitted, if players consider retiring at the comparatively early age of 28, Ireland will have prob-

lems. "We rely on players giving long years of service because we don't have the back-up," Reid said.

The selectors, who are due to hear on Sunday how many of their present squad can tour New Zealand, have to contemplate fulfilling the hardest of tours within the same 12 months as they have just played a World Cup and a five nations' championship.

The leading players from all the five nations deserve a rest this summer. England have probably worked out their requirements as well as anyone, by organising a B tour to New Zealand while Ireland, Scotland (to Australia) and France (to Argentina) will travel with as many senior players as can afford the time.

ATHLETICS London given priority by Mota

By DAVID POWELL
ATHLETICS CORRESPONDENT

ROSA Mota's defeat at the world championships in Tokyo last summer, four months after winning the ADT London Marathon, has not put her off trying for back-to-back wins in London and at the Olympics this year. Mota's appearance in London on April 12, announced yesterday, means that both last year's winners will be defending their titles. Yakov Tolstikov's entry having been announced earlier.

Mota dropped out after 16 miles in Tokyo, suffering stomach cramp, bringing to an end her seven-year unbeaten run that had embraced European, world championship and Olympic victories. One bad experience, she evidently feels, is no reason to rewrite a proven formula. Before winning the world title in 1987 and the Olympic title in 1988, she won spring marathons in Boston.

If her priorities are still with her championship performance, the emphasis seems to be weaker. "Four years ago, all I could think of at this time of year was the Olympic marathon in Seoul," she said. "It was so important to me to win the gold medal. This time, it is different. I do not feel the same pressure to win the Olympic marathon. All my thoughts are on London. It is such an important race."

After London, Mota, aged 33, from Portugal, will travel to Boulder, Colorado, to begin her Olympic preparation at altitude.

Mixing indoor running with cross-country in winter was never a problem for Ian Stewart — he won European indoor 3,000 metres and world cross-country titles on successive weekends in 1975 — and Liz McColgan is following a similar route. She is to compete over 3,000 metres at the Vauxhall International between Britain and the United States in Birmingham on March 14, seven days before lining up as favourite to win the world cross-country title in Boston.



McColgan: favourite

RUGBY LEAGUE

Directors take heat out of row

By KEITH MACKLIN

THE board of directors at Leeds yesterday stepped in to cool the simmering dispute between a breakaway group of leading clubs and the remainder.

Last month an unofficial meeting involving representatives of first division sides, plus Sheffield Eagles and Oldham from the second division, discussed proposals for a greater share in league income, television fees and sponsorship for higher-status clubs.

Yesterday the directors issued a statement saying that such proposals would be "analysed", but that any changes would have to come through "existing channels" of board and the full RL council.

John Monie, the Wigan coach, said yesterday that he would leave out five Great Britain players from the team to play Hull Kingston Rovers in Sunday's important championship game at Central Park.

The five will play for Great Britain against France in the World Cup game at Hull on Saturday. However, Shaun Edwards, the Great Britain captain, and Denis Betts, the second-row forward, will be drafted in as substitutes if they come through the international game without injury. All tickets for the Silk Cup Challenge Cup final at Wembley in May have been sold, apart from the 2,000 Olympic Gallery places, which cost £50. A 75,000 capacity attendance is again assured.

Fairer system in case of rain

From Mr J. Gurnell
Sir, Pity poor India (report, March 2). Having scored at a faster rate over 47 overs than Australia managed in 50, they are adjudged to have lost a World Cup cricket match.

This has rightly led to debate about the fairness of the system, which calculates a reduced target for the side batting second in a weather-affected match. The fairest solution is, however, perhaps the most obvious. If the side batting second has time to bat for only 20 overs, it must match or beat the score made by the side batting first during its last 20 overs. It may not be perfect, but I can see no fairer

comparison of the performance of both sides. Yours etc., J. GURNELL, 16 Monarch Mews, Crown Lane, SW16.

From Mr G. H. Gelberg
Sir, Obviously the goalposts cannot be moved while the tournament is in progress. However, it would surely be fairer if the side batting second were to be required to beat the total of an equal number of both best and worst overs of the side batting first, instead of just the best overs.

Yours truly, GEOFFREY H. GELBERG, 37 Haslemere Avenue, NW4.

Almost real

From Mr A. Middlehurst
Sir, Regarding the cricket fan's freedom to switch on his television in order to watch the World Cup, or not, as the case may be (Sports Letters, February 27), I find I can achieve a kind of surrogate viewing experience by listening to the radio commentary while staring at the screen of my home computer in the breaks between inspiration.

The arrival of the muse being conveniently infrequent, it is possible to build up a surprisingly stable mental representation of the game. The technique requires a degree of concentration, and no little imagination now that Brian Johnston is no longer painting his word pictures for our benefit but with the right image on the computer screen — a pastoral scene, perhaps, or a rumour of batting averages — a state of "virtual reality" can be maintained for quite long periods. There are two drawbacks: the medium waveband's susceptibility to interference

from the computer monitor (to be resolved later in the season by the switch to VHF) and the inordinate time it takes to do any work. This letter, written during England v West Indies, took me 48 minutes.

Yours faithfully, ANTONY MIDDLEHURST, 13 Chestnut Close, 271 Leigham Court Road, SW16.

Tighter control

From Ms Shirley Lamb
Sir, How disappointing that, in the recent Winter Olympics, again not one Briton won a medal. Britain will never have more than limited interest and resources in winter sports, but if Spain and South Korea can go home with medals, surely we should be able to equal them. Perhaps the British Olympic Association should impose stricter quality control. Yours faithfully, S. LAMB, 5 Howe Park, Swanston, Edinburgh.

Dissension discouraged

From Dr M. D. Rowbottom
Sir, I can offer a possible solution to the problem of player dissent in the cricket World Cup, discussed by Alan Lee (February 25).

In the Harrogate-based Claro junior (under-15) league, the players I coach understand very clearly that any dissent against an umpire's decision results in automatic disqualification from the next match for the player or players concerned.

I have not had to invoke this rule since its first, and only, use in 1987.

Yours faithfully, M. D. ROWBOTTOM, Junior coach, Follifoot Cricket Club, 3 Rutland Road, Harrogate, North Yorkshire.

From Mr David May
Sir, Contrary to the wording of the BSkyB advertisement for the World Cup match between Australia and England (March 2), cricket is not a war, but a game, usually regarded as pleasant.

This is similar to other aggressive misuse of language: books now "hit" the shelves and people "punch" in information. Can I suggest that books "reach" shelves and that information is "tapped" in? Sincerely, DAVID MAY, 74 Fore Street, Topham, Exeter.

Sports Letters may be sent by fax to 071-762 5046. They should include a daytime telephone number.

Seats have limited effect on behaviour

From Mrs Monica Hartland
Sir, As a witness to the pitch invasion at St Andrews (report, March 2), I must venture an opinion as to why a serious enough incident did not escalate into a major disaster, and why it very nearly did.

Unlike some other clubs, after the Hillsborough disaster, Birmingham City has retained perimeter fencing at its away end, subscribing to the belief that the removal of fences must be a gradual process. Had the visiting supporters been unprotected from the surging mob last Saturday, one shudders to think of the outcome.

No comparison

From Mr David Prewett
Sir, The Rugby Football Union president, Peter Yarranton, has stated that "I believe this is the most skilful and fittest team England have ever fielded" (report, February 26). There is no problem with this statement, but with respect, it is no great accolade.

Consider, for example, that it took England the best part of 30 years to beat Wales at Cardiff Arms Park during which time Wales mostly won. In fact, during the worst period of Welsh rugby history, this much vaunted English side has won only two (the last two) matches against four victories to Wales, starting with the quarter-finals of the 1987 World Cup.

Since then Wales has lost 17 players to rugby league, in some cases better players than England has ever had in her history, e.g. Jonathan Davies and David Bishop. Couple this with the loss, due to injury, of Robert Norster —

against whom Wade Dooley, by his own admission, could not win a ball — and you have a picture of why England have had such an easy run in the last couple of seasons. Even so, this England side has been easily dismissed by competent sides such as Australia (twice) and New Zealand.

What is indefensible is Yarranton's comparison with the great Welsh sides of the Seventies. The second Welsh golden era extended from 1969 to 1979; this current period of English alleged supremacy, extends for two seasons only. There is not the remotest comparison between "greats" such as J. P. R. Williams, Gareth Edwards, Gerald Davies, J. J. Williams, Barry John, Phil Bennett, Mervyn Davies, the Pontypool front row, and many more, and the current English crop.

Yours faithfully, DAVID PREWETT, 5 Bryn Garw, Croesycyffing, Cwmbran, Gwent.

If the retention of fencing was fully justified, the resistance to Lord Justice Taylor's all-seat directive proved inspirational. With hundreds converging menacingly on the away end, to offend coins and other weapons on the hapless Stoke City supporters, the immediate instincts of the latter were to withdraw to the back of the terrace.

Had there been seats to impede this hasty retreat, it could not have been effected without stumbling by those least nimble and most agitated, with dire consequences. As if determined to destroy once and for all the myth of seats being a safe and civilising factor, many of the hot-heads themselves emerged from seated areas of the stadium.

If the disputed goal was indeed a catalyst for the mayhem to follow, there was time enough for police action. The hooligans concerned initially seethed in silence as the goalkeeper received medical attention. The game then restarted and a save was made at the opposing end, the final straw for those growing ominously restive and irrational enough to take the law into their own hands.

This begs the question of why such riotous behaviour was not anticipated and why police resources were so limited at such an important and predictably emotive match. Where were the mounted police and the dog handlers? Above all, where was the sound judgment?

In less than five minutes of madness, so much good work throughout the game was undone. Hopefully, the perpetrators will be identified by video cameras and, as criminal offenders, will be dealt with accordingly. But there will be innocent casualties, too, and my sympathies lie with Birmingham's vast majority of decent supporters.

I hope that the referee's wise decision to complete the game behind closed doors may preclude a deduction of points, serving to keep Birmingham City's season alive. It would be mutually beneficial, moreover, denying Stoke City the possibility of promotion gained at the expense of a rival contender.

Yours etc., MONICA HARTLAND, 78 Burleigh Park, Cobham, Surrey.

A sounder response

From Mr R. Ritchie
Sir, I read (February 25) that the police may be charging a linesman who made a rude gesture to some spectators at the Football League match between Preston, North End and Shrewsbury Town.

When you consider the non-stop verbal abuse that officials have to endure during a match, I find this action incredible. The flint that spews out from sections of the crowds is so intense as to be frightening to the officials to whom most of it is directed.

The police would better serve us by arresting those chanting their filthy litany. This would be a far greater service to the game than pursuing one hapless official who responded foolishly to idiotic behaviour.

Yours etc., ROY RITCHIE, 10 Lochgreen Avenue, Troon, Ayrshire.

THE TIMES

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Bunn has fulfilled his dream at last

BY JENNY MACKENZIE

THE 20-year-old Bunn has fulfilled his dream of becoming a professional horse trainer at last.

He has been successful in his first year of training, having won several races and placed in others.

His success has been a result of his hard work and dedication to the sport.

He has been training horses for several years and has a good knowledge of the sport.

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Frustration for League title contenders

Leeds spurn their chance to take over again at top

By Peter Robinson

PERHAPS it was nerves, perhaps it was simply bad luck, but Leeds United spurned their chance to return to the top of the first division on Tuesday night. A goalless draw with Aston Villa was not enough to lift them above their now-familiar rivals, Manchester United, on a frustrating evening at Elland Road.

Little, if anything, went right for them. Within five minutes, Howard Wilkinson's plans, always as meticulously laid as any manager's in the League, were in ruins, felled by the accidental clash of heads that also brought down the defenders, Mel Sterland and Chris Fairclough.

Sterland needed six stitches in a head wound but completed the 90 minutes and eventually needed to come off the field as an eye injury got the better of him, and Wilkinson needed to reorganise. He did, but the momentum Leeds were looking for was gone. Instead, it was Villa, humiliated 4-1 by Leeds on their home patch earlier in the season, who wrested the initiative.

Even so, Leeds should have wrapped up the game just before the hour. Blake handled the ball inside the area, Strachan stepped up to take the penalty, and promptly fluffed it, giving Nigel Spink as easy a spot-kick save as he could have wished.

"In the circumstances, I am relatively happy," Wilkinson said. "We suffered so much disruption that I was

just pleased to be on level terms at half-time. We did manage to get up a bit of steam towards the end of the game but you expect that when you are at home and going for the prize we are going for."

If it seemed nerves were on edge at the top of the table, it was obvious that they were horribly exposed at the bottom. Fear ruled at The Dell, where West Ham United, 21st in the first division, were visiting Southampton, with relegation casting a gloomy shadow over a fixture that is, usually, one of the more pleasing on the calendar.

On Tuesday, however, the division's bottom two teams provided a dire night's entertainment, lifted only briefly by Ian Dowds's 64th-minute winner. West Ham may come to rue the sale of Dowds to Southampton earlier this season.

Nottingham Forest returned to the Capital just two days after their epic Rumbelows Cup semi-final second leg with Tottenham Hotspur to earn a fairly meaningless point in a goalless draw at Crystal Palace, and Charlton, one-time tenants at Selhurst Park and now lodging at Upton Park, conceded three goals in three minutes at home to Grimsby Town, and understandably lost 3-1.

It was a busy night for the third division and, at St Andrew's, an uneasy one. Despite Saturday's pitch invasion, Birmingham City were allowed to proceed with their match at home to Swans.

sea City with a 9,475 crowd keen to be seen on its best behaviour. The 1-1 draw, featuring goals from Rowbotham, of Birmingham, and later Williams, of Swansea, did little for the Midlands' promotion hopes.

Brentford, though, fared better, leapfrogging Stoke City at the top, courtesy of goals from Bissett and Holdsworth in the 2-0 defeat of Chester. West Bromwich Albion could have pushed Stoke into third place, but they made a terrible mess of their meeting with Leyton Orient, Howard, Berry and Nugent giving Orient a 3-0 lead in a nine-minute spell early in the first half. Bannister's consolation goal seven minutes from the end did little to satisfy the 11,165 at The Hawthorns.

No doubt who stole the show in the fourth division: it was Gillingham, who beat leaders Burnley 3-0. Crown scoring in the first minute, Beadle and Lovell adding the others in the second, half. Blackpool took over at the top with a 2-0 defeat of Hereford, courtesy of Bamber and Groves, with Mansfield going second on goal difference after their 1-0 win against Rotherham. Stant scoring in the last minute. Barnet predictably put five goals past hapless Aldershot, Carter and Bull scoring twice. Shrewsbury once.

In Scotland, any hopes of a surprise in the fifth round of the Tennents Scottish Cup were summarily dismissed by Rangers, who beat a disappointing St Johnstone 3-0.

Cooper yet to make a decision

TERRY Cooper's future as manager of Birmingham City is still in the balance in the wake of last Saturday's riot at St Andrew's (Chris Moore writes).

"I honestly don't know whether I will be going or staying," the former England and Leeds United defender said yesterday.

Cooper had threatened to quit in the immediate aftermath of the season's worst outbreak of hooliganism, which led to Birmingham being charged by the Football Association with serious crowd misconduct. But he was in charge for Tuesday's game with Swansea.

He has denied reports linking him with a return to his former club, Bristol City. "I spent six years at Ashton Gate and I think they'd be wary of going over old ground," he said. "From what I understand, they are looking elsewhere and I have had no contact with them."

"As far as I'm concerned, I'm still manager of Birmingham. But if you ask me for how long, I couldn't give you an answer. There are too many problems at this club and I honestly don't know whether they can ever be sorted out."

"I don't know whether there's any manager in the game who could sort them out. Sometimes I feel as though I am just bringing my head against a brick wall."

Naples hoping to keep Maradona

By Our Sports Staff

NAPLES are still prepared to welcome Diego Maradona, the Argentinian who led them to two Italian league championships, back to the club at the end of his suspension for failing a drug test.

Maradona, who is in Argentina, said on Monday that he had no intention of returning to play in Italy when his ban ends in June and that he was hoping to sever his contract with the club, but the Naples club president, Corrado Ferlaino, said yesterday that he does not plan to free Maradona until his contract runs out at the end of 1993.

The news that the Italian football federation may be prepared to open the its borders still further and allow every club to sign an unlimited number of foreign players, provided only three play at

any one time, means the club will have nothing to lose by retaining Maradona's registration.

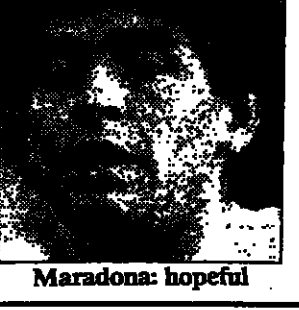
"As far as we are concerned, there is no doubt about it," Ferlaino said. "Maradona can return to play for Naples whenever he wants to, once his ban is over. We are still ready to welcome him back with open arms, as are the vast majority of supporters who have remained loyal to him."

Bayern Munich's disastrous season in the Bundesliga took a further turn for the worse yesterday when the German football federation banned their goalkeeper, Raimond Aumann, for two games.

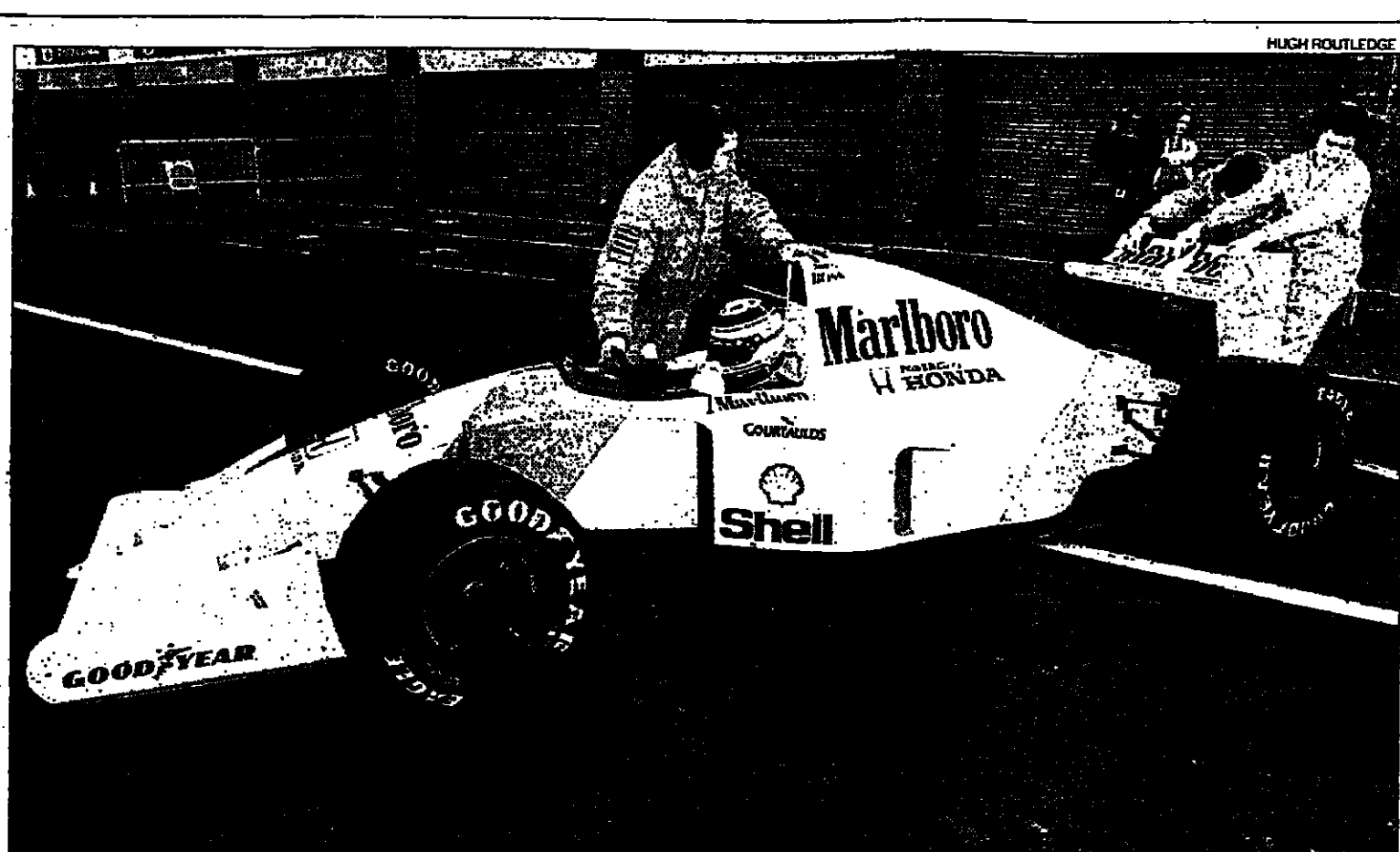
The former World Cup squad member, who has already missed much of this season because of a knee operation, was sent off in a match against Cologne at the weekend for committing a professional foul.

Several German clubs are considering the introduction of mandatory Aids tests into players' contracts.

Kaiserslautern, Borussia Mönchengladbach, Bayern Munich and Karlsruhe SC are said to be thinking of following the example set by Nuremberg and Dynamo Dresden, who found that a Zambian player they were hoping to sign had tested positive for the Aids virus, HIV.



Maradona: hopeful



Not-so-secret weapon: McLaren's new Formula One car goes public at Silverstone yesterday, with Mark Blundell at the wheel

McLaren sense a new way forward

By Norman Howell

YESTERDAY, at Silverstone, McLaren unveiled the racing machine that Ron Dennis, the team owner, has been calling the "fly-by-wire", the latest development in the technological war that his team and Williams-Renault are fighting in order to win the Formula One world title.

The MP4/7, as the new car is codenamed, seems narrower and sleeker, but the real difference between this car and the one that raced in South Africa is underneath the red and white livery.

"I think of this car as a duck," Dennis said. "Quiet, steady and calm above the water line, frantically paddling below. The sensors,

engine management systems and telemetry we have fitted to this car have no equal in Formula One."

This is thanks to Dennis's decision to start up a subsidiary company, TAG Electronics, employing 100 people to improve these racing cars so that they leave the driver to do nothing but drive. "All a driver needs is a fuel gauge and a rev

counter. In this new car there is no mechanical linkage between the driver and the engine. This is fly-by-wire," Dennis said.

Mark Blundell, who tested the car at Silverstone yesterday, will have accelerated and decelerated by pressing the throttle, which is connected to the engine not by a cable but by electronic sensors. This is where the

radical thinking at McLaren has made most inroads, and there is more to come.

Active suspensions are not part of this package, but there is much work being done in that area, as there is in the kind of anti-skid solutions which allowed Riccardo Patrese's Williams to burn off the McLarens at the start of last Sunday's race in South Africa.

GOLF

Master's tip for Olazábal

SEVERIANO Ballesteros will be the favourite in this week's European Tour tournament in Majorca but even he believes that José-Maria Olazábal should have that honour for next month's Masters at Augusta.

"There is no question about that," said Ballesteros, who re-enters the European fray at Santa Ponsa today, just as his Ryder Cup partner takes a rest after lifting both the Tenerife and Mediterranean Open titles.

"José-Maria is in good form at the right time. That's good for golf, because he is a superb player, and it's good for me. I like competition and it makes me try harder."

Ballesteros gained his fifth European Tour victory in Dubai four weeks ago and now goes for his 51st against a field that includes only two other current Ryder Cup men, Colin Montgomerie and Paul Broadhurst.

Montgomerie had not intended to be in Majorca this week, but the European Tour's executive director, Ken Schofield, refused to release him for the Hong Kong Open. The burly Scot, who will be another of the strong European contingent at the Masters, could well end up thanking Schofield if he lands the first prize of £41,660.

The other main threats to Ballesteros will include his compatriot José Rivero, the Swede, Joakim Haeggman and Brett Ogle, of Australia. Rivero has been third and second in the last two weeks.

South Africa's Gavin Lovenson, who finished at the Trophee de la Méditerranée, has lodged an appeal against a ten-year ban from the Tour imposed for altering his scorecard.

BOXING

MPs help launch teenager on quest for world title

By Sri Kumar Sen, Boxing Correspondent

AN EXCITING new British world championship hope, Naseem Hamid, aged 18, has joined the professional ranks. So attractive a prospect is the Sheffield flyweight that he achieved the double distinction yesterday of becoming the first boxer to launch his career at the House of Commons and to be signed up by a sponsor before he has thrown a punch.

The Yemeni-Yorkshireman was invited to the House of Commons by the parliamentary all-party boxing group and in the grand committee room he signed a three-year British Boxing Board of Control professional contract and to go with that another contract for three years to appear on the shows of Barry Hearn, the London promoter.

Joe Bloggs, the clothes manufacturer, will be sponsoring him for a "very, very good figure" for three years.

Frank Haynes, the MP for Ashfield, Nottinghamshire, and chairman of the parliamentary group, said, in welcoming Hamid: "This is the first time that anything like this has happened in the House of Commons. We are looking forward to you [Hamid] being the British champion and going further than that."

Alan Meale, the MP for Mansfield, said: "Naz is profound. Everybody who's seen him knows there's a lot of talent there."

Hamid's manager, Brendan Ingle, who also trains leading world contenders, Herol Graham and Johnny Nelson, said Hamid would take the world title in three years. "Even now he can make trouble for established flyweights in this country, including Dave McAuley [the

IBF champion]." It is certainly acknowledged in boxing circles that Hamid was partly responsible for inducing Mark Epton, the double ABA champion and challenger for the British flyweight title, to retire. After two violent sparring sessions with Hamid, Epton, who was then preparing to challenge Pat Clinton, decided to get out of the game.

The potential of Hamid was noticed by *The Times* some five years ago, when after joining Ingle's gym, St Thomas's at Wincobank, Sheffield, Hamid started sweeping the board. His discovery reads like a classic boxing story.

Born of immigrants, who own a sweet shop in Wincobank, Hamid was first spotted by Ingle 11 years ago in a school playground from the top of a bus. "I saw this four-stone Arab kid being beaten up by three white boys and he looked good fighting them off," Ingle said. "So I went and saw his dad who let him come to my gym down the road."

Since joining St Thomas's club for boys and girls, Hamid has won 65 of his 67 amateur contests, lifted nine schoolboy titles, the NABC, the junior ABA, and boxed for Young England, winning all his bouts. "I wanted him to fight in the Olympics," Ingle said. "But when the quota system came in we decided to go pro."

Hamid says the bullies have now learned to look up to him. "Before they used to shout 'Faki, chocolate drop,' things like that. But now they know I can fight and they see my picture in the papers they want to know me, that's good."

Vargas has had 17 contests and won 14 of them. None of his opponents is known this side of the Atlantic. He was chosen because he was ready to box at short notice, having been in training for another contest that did not come off.

McKenzie sees third title as within reach

DUKE McKenzie, who was the first Briton this century to win world titles at two different weights, now wants to be the first to win three (Sri Kumar Sen writes).

The World Boxing Organisation batonweight champion said yesterday: "I would dearly like to fight for the super-bantamweight championship. Welcom N'Kita is very beatable."

McKenzie could realise his ambition after two more defeats. His manager, Mickey Duff, agreed that a move up to a heavier division could be the next step after he has defended against Wilfredo Vargas, of Puerto Rico, on

March 25 at the Albert Hall, and then made a mandatory defence.

Vargas has been chosen by Duff to give McKenzie an easier bout than his last one, against César Soto, of Mexico. "My last fight was disappointing," McKenzie said. "I picked the opponent but if I picked again I would have picked another. This time I have left it to Mickey."

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IN BRIEF

Wattana puts out Thorburn

James Wattana reached his fourth semi-final in world ranking snooker tournaments held in Britain since November by beating Cliff Thorburn 5-2 in the Strachan professional championship at Thornbury Leisure Centre yesterday.

Wattana, aged 22, from Thailand, compiled breaks of 88, 68 and 59 on a table of sluggish pace.

Lella Lombardi

Motor racing: Lella Lombardi, the Italian woman who made Formula One history by winning championship points during two seasons in the 1970s, has died in a Milan clinic. She was 48 and had cancer.

Holders in final

Lacrosse: Queen Anne's, Caversham, the holders, have reached the final of the Fart Cup in the All-England schoolgirls championships at Milton Keynes.

Thomas accepts

Equestrianism: Hugh Thomas, director of the Badminton three-day event, has accepted Mark Phillips's invitation to become the director of the British Open Horse Trial Championships at Gatcombe Park in August.

Opening burst

Windsurfing: Julian Anderson and Christine Spreiter both finished eleventh in the opening races at the first grand prix of the New West FBA world tour.

Aid withdrawn

Squash rackets: A decision to withdraw Sports Council aid from international federations based in the UK may force the world headquarters of squash overseas.

A fatality mars rally

Lisbon: A spectator was killed when a Citroën AX, driven by Rui Madureira, of Portugal, careered off the road during the first official stage of the Portuguese Rally yesterday.

The car hit a crowd of onlookers, killing one on the spot and injuring another, police said. Madureira and his co-driver, Nuno Rodrigues da Silva, were not hurt.

France, in a Ford Sierra led after the first stage, making the most of difficulties that beset Markku Alen, of Finland, driving a Toyota Celica, who has won the event five times.

Delecour has a lead of 32 seconds over Andrea Aghini, of Italy, in a Lancia, with Mikki Biasoni, of Italy, seven seconds further back in another Ford.

FOOTBALL

Inter-league match

ITALY DIV2 (2) 2 ENG DIV2 (1) 1
Total Goals 53
Bristol City 42

(In Caret)

UEFA CUP: Quarter-finals, first leg: Sigma Olomouc (Czech) 1, Real Madrid (Spain) 1.

1. B AND O SCOTTISH LEAGUE: Postponed. First division: Morton v. Aberdeen; Second division: Dundee v. Dundee United; Third division: Dundee v. Dundee United; Fourth division: Dundee v. Dundee United.

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FOR THE RECORD

FOOTBALL

Field of: Birmingham 3, Burnley 0, Mansfield 1, Rotherham United 0, Northampton Town 1, Macclesfield United 0, Southampton United 1, Millers United 0, Wrexham 1, Lincoln City 1.

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BOXING

HOUGHTON-LE-SPRING: Professional tournament. Bantamweight (10 rounds): Billy Hardy (Barnsley) vs. Chris Clark (Leeds), won 5-0 on points. Light (10 rounds): Paul Charles (North Shields) vs. John Smith (Liverpool), won 5-0 on points. Super-middle (10 rounds): Paul Hinchey (Leeds) vs. John Hinchey (Leeds), won 5-0 on points. Super-middle (10 rounds): Paul Hinchey (Leeds) vs. John Hinchey (Leeds), won 5-0 on points.

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SQUASH RACKETS

BALLANTINE SPANISH OPEN: First round: D. Devoy (NZ) vs. N. Berman (NZ), won 5-0 on points. Second round: D. Devoy (NZ) vs. N. Berman (NZ), won 5-0 on points. Third round: D. Devoy (NZ) vs. N. Berman (NZ), won 5-0 on points. Fourth round: D. Devoy (NZ) vs. N. Berman (NZ), won 5-0 on points.

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TENNIS

BOCA RATON, Florida: Women's tournament. First round: D. Dechaume (Fr) vs. A. Maud (Fr), won 6-2, 6-2. Second round: D. Dechaume (Fr) vs. A. Maud (Fr), won 6-2, 6-2. Third round: D. Dechaume (Fr) vs. A. Maud (Fr), won 6-2, 6-2. Fourth round: D. Dechaume (Fr) vs. A. Maud (Fr), won 6-2, 6-2.

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ARTS
**Scorsese casts
 a voyeur's eye
 in the remake
 of Cape Fear**



LIFE & TIMES

THURSDAY MARCH 5 1992



BOOKS
**Thomas
 Pakenham on
 Mandela's
 South Africa**



Americans are marvellous optimists. Since they have no past, they lack what Raymond Aron used to call "the sense of tragedy in history". And since they only have a future, theirs, as the chosen people, can only be one of money, freedom and peace. As for the world as a whole, where else could it look for a model? As a matter of course, the world can only follow the Great American Way of Life: it too is bound to become free, prosperous and therefore peaceful.

After each great world war this century — and the Cold War, after all, was just that — Americans have brought us the good news. In 1918, President Wilson promised world peace through the rule of law, disarmament and national self-determination. American isolationism, the break-up of European empires, the economic crash of the 1930s and the folly of French and British diplomacy produced Hitler and the ensuing disaster. After 1945, a new group of American optimists invented the UN, free trade (the GATT and the IMF) and once again voiced its support for disarmament and the rule of law. They even dreamt of a world government to control nuclear weapons. However, that time around, the generous ideas of the Baruch plan collapsed in the ideological and nuclear logic of the Cold War.

Now that the Cold War is over and the "evil empire" of the Soviet Union has finally collapsed, we are witnessing a third bout of American optimism. The dream of a "New World Order" based on the victory of capitalism, the UN and triumphant US military forces is once again put forward as the next "world system". Publicists and statesmen alike throughout the

western world (even in France) talk about a "unipolar" or a "monopolar" world structured around American power. No wonder, then, that in this post-war euphoria (after the Cold War and the Gulf war), Francis Fukuyama's happy, hegelianism has become an instant bestseller.

People — even non-Americans — love good news. And Fukuyama, by predicting the final victory of western-style democracy, is giving them just what they want to hear — a model advertising technique, applied to foreign policy. The trouble with these rosy theories is that they are both wrong and dangerously misleading for our countries. The new world is not going to be democratic and peaceful, but just the opposite. Far from signalling the victory of the American (that is, the European-invented) model of democracy and economic liberalism, the end of the Cold War may well see the end of five centuries of western domination of the planet, where the white man's ideologies, superior weapons, and technologies used to rule the rest of the world.

Both Bush and Fukuyama are guilty of a string of logical errors, each connected to the other. Step number 1: despite Fukuyama, communism will survive, if only because it is a parasitic doctrine which will continue to feed upon the inherent inequalities and failures of the democratic-liberal system. Second, even if it is true that communism, a 19th-century political and economic doctrine, has certainly demonstrated its abysmal failure as a method of government for modern, hi-tech societies, we may well see its continuation under

Francis Fukuyama believes that history ended with the break-up of eastern Europe: liberal democracies will now form the model. The French conservative Pierre Lellouche demurs: the world, he argues here, may be about to enter a tragic phase

different forms, and in other, poorer parts of the world. China, for instance, is a perfect example of a hard-line communist system at the political level which is pragmatic enough to tolerate, and indeed encourage, decentralised capitalism at the production level from agriculture to weapons industries, over entire regions such as those around Canton or Shanghai. Step 2 is an even worse mistake: communism is dead, we are told, because democracy won. Wrong again. What has won — and this is a crucial distinction — is *capitalism*, not democracy. The people of eastern Europe or Russia went out in the streets not because they wanted to read Thomas Paine, or Montesquieu, but because they just wanted to live better and consume.

What has triumphed in this age of hi-tech industrial revolution, from Korea to Brazil, from France to Poland, is the liberal, capitalist model. Does this mean, however, that every nation adopting a

liberal economy will necessarily become "democratic" — European style? Of course not. Are Taiwan and Korea democracies? Is Japan itself a true democracy? The truth is that when Europeans or Americans talk about democracy, we assume that everybody will adopt or have the same cultural references — the past five centuries again. Yet they evidently will not. One of the key questions for the future, for instance, is whether Islam, with more than one billion people, will finally insert itself peacefully into the world's voracious capitalist system, even though it has failed to do so since the 12th century.

Second, democracy does require a minimum economic base on which to develop. India and Brazil claim they are among the largest democracies of the world, but the enormous social differences there simply ridicule that claim. What democracy, then, for the billions of the next three decades? How democratic will the new world be, where a billion rich and mainly

white people will continue to consume four-fifths of the world production? Step 3 is the good news: democracy will win, and democracies, as everyone knows, do not fight each other, ergo, we will have world peace. Wrong again. Fukuyama should turn to the tragic history of Europe between the wars to see how fragile democracies are, both from the inside and the outside. Perhaps he and his fellow optimists should read some recent newspapers on the rise of xenophobia, antisemitism and fascism throughout today's Europe. Not to speak of Yugoslavia: our democracies are happy to let a Middle Age civil war continue only two hours from Maastricht, where we are supposed to have invented a "New Europe".

Fukuyama's neo-hegelianism employs the same kind of mechanistic certainty about the "meaning of history" as the marxists used to (and naturally so, since marxism too was rooted in Hegel). Fukuyama, and I suspect George Bush as well, believe that history can only see the victory of our model, just as Lenin and Stalin believed in theirs.

Instead of toying with Messianic good news, our countries ought to look hard at the unpleasant realities of the harsh new world coming at us. It will be a world without an almighty American banker and gendarme America is broke, with a \$3,000 billion debt,

and its forces are withdrawing worldwide. It will be a world with a tremendously difficult — and dangerous — transition in eastern Europe and the former Soviet Union: remember that the first Russian revolution lasted 19 years, between 1905 and 1924, killing perhaps 20 million people — and the Russians had no nukes then. It will be a world in which a massive redistribution of power will have to be carried out, both among the rich — the re-emerging, but uncertain, German and Japanese powers will make new demands — and between the North and South.

As for the South, I too pray that the eight or nine billion people of 2025 will eventually become prosperous, democratic and peaceful. But for the moment, what I do see is the combined destabilisation of demographic explosion, poverty and rapid militarisation, with the South capable soon of hitting the rich northern countries with weapons of mass destruction, including

long-range nuclear missiles. Indeed, one of the major characteristics of the new world will be a reversal, against the rich of the North, of the game of nuclear deterrence.

But there is no hegelian good news in all this. I doubt therefore that it will be heard. *● Pierre Lellouche is the author of Le Nouveau Monde — de l'ordre de Yalta aux chaos des nations, published by Grasset last month. He is the foreign policy adviser to Jacques Chirac, leader of the Gaullist opposition in France.*

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TOMORROW
 Valerie Grove meets
 Anthony Burgess

Television, the ultimate bedroom farce

I don't want to be too self-referential about this but you would have thought that *The Times* having its very own sex column (well what did you think Private Life meant then?) was indicative of a new and mature spirit abroad in the land. An adult spirit which was of the firmly held opinion that sex, like going to B&Q on Sundays and phoning out for pizzas, is now part of normal, grown-up daily life in the 1990s. Or if not daily then bi-daily, or 2.8-weekly or whatever the latest women's magazine survey says sex is.

Apparently not. The official view is still that sex is what you do every year or so when you want a baby. There is a TV ad currently running for some building society in which the first ten years of a married life is montaged into 30 neat seconds. Boy meets girl, buys wedding ring, moves into home, she gets pregnant, the lump turns out to be twins who need schooling and thank God for whichever building society it is which has throughout this fraught process been understanding. The last scene has the wife cuddled up on the sofa with the put-upon husband. She is nuzzling into his ear: she wants sex again. He looks aghast. Again? But they've already

got the twins! I mean isn't that just like a woman. Take her to bed in 1985 and she enjoys it so much she wants to do it all over again in 1992. But then some women are, I suppose, sex-mad.

It's not just the ads that take this quaint Victorian view of married life. It is an absolute given that any game-show host hearing that a contestant has more than two children will equate this with a unhealthy overactive sex life. Les (or Bruce or Des) will say "Hobbies?" and the contestant will say, er, no. "Any children?" says Bruce (or Des or Les), and the contestant will say four and Des or (Les or Bruce) will give the lowest imaginable wink to the camera and say "Waahey! I'm not surprised you haven't got time for any hobbies then!" The innuendo is patently not that dealing with four sets of nappies is a full time job but that any married couple who have exercised their respective conjugal rights at least four times in any one marriage are obviously treading that fine line of sexual craziness over which lies a lifetime subscription to the *Wife Swappers' Gazette* incorporating the *Slavers' and Droolers' Weekly Echo*.

Or take TV sitcoms. It is possible that a couple of generations ago, virginity was the normal condition

PRIVATE LIFE
**John Diamond on the
 small screen's dated
 and dismal view of sex**



of both partners as they walked up the aisle to exchange vows. It may even be possible that some of you reading this saved yourself for Miss or Mr Right, or even that you are saying yourself still, which is fine by me. But the fact is I can't think of a single of my contemporaries who got through teenagerhood *virgo intacta*. Every survey carried out in the past decade or so has shown that virgin brides and

grooms are the rare exception and that more to the point, nobody is much worried about this state of affairs.

Except, that is, in the nudge-nudge world of comedy TV where the honeymoon bed is still the place where he learns what goes where and the morning after is a time of red faces and double entendres about sleeping well and lost pyjamas. It's only a year or so ago that ITV managed to base a whole sitcom on the single joke that a couple lived together over the broomstick. When was the last time you saw an unmarried couple, however well established their coupledom, allowed by the unwritten rules of TV comedy, to spend a night together?

Just as it is the law of the box that no crook outside the desperate land of film noir be allowed to profit from his crime, so it is ruled that any unmarried couple trying to spend the night together will come to grief. He will break a leg or she will get the wrong train or the vicar will inconveniently call or they'll both fluff it when it comes to signing Mr and Mrs Smith in the register of the hotel presided over by the suspicious man in the fairisle pullover. Hoteliers do not worry about whether the names of sharing guests match each other:

all they are worried about is whether at least one name matches the one on the Visa card. It's bad enough that sex between the unwed on TV sitcoms is equated with criminal activity; as often as not the same equation is made for the honestly married.

The reason? I think I found it the other day in an odd little book called *It Isn't Done*. — *Taboo Among the British Islanders* and written by one Archibald Lyall in 1930. "The taboo upon vice, or alleged vice," says Lyall "in the British Isles probably owes its origin to that strident reluctance to acknowledge the existence of unpleasant things which is the common heritage of the human race — and there are few things more unpleasant than the thought of other people enjoying something in which one is not allowed to indulge oneself."

Never a truer word written — even though in the real world the ban on such indulgences disappeared a couple of decades ago. Or, at least, it disappeared everywhere but in the fevered minds of our TV makers, who still seem to believe that the sex life of their viewers is so dismal that they couldn't bear to see people enjoying themselves in a realistic way on the screen.

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Cinema: Geoff Brown on *Cape Fear*, *Once Upon a Crime*, Yakov Protazanov and the Cardiff International Festival of Animation

ARTS BRIEF

Too much red meat added to a potboiler

Rumour has it that Martin Scorsese took some serious persuading before he agreed to take charge of *Cape Fear* (18, Empire). Robert De Niro, already cast as the vengeful psychopath Max Cady when this regrettable remake of John D. MacDonald's thriller was due to be directed by Steven Spielberg, donned the character's personality and clothes, appeared on his old chum's doorstep, and refused to leave until Scorsese had agreed. Since Cady in the film barks bestial remarks in a strong Southern accent, bears ominous tattoos ("Vengeance is Mine"), and gets a large thrill out of rape, poisoning dogs and taking chunks out of ladies' cheeks, Scorsese would seem to have had little choice. "I think he said yes," one studio source commented.

But the director of *Raging Bull* and *GoodFellas* (see feature, below) is not a man to drag his feet. Having signed on the dotted line for what is basically a commercial potboiler, Scorsese let loose all his film-making expertise. The camera swirls and lunges, or stands petrified while Cady—the obsessed ex-convict terrorising the family of the lawyer who failed to save him from 14 years in jail—walks straight into the lens. Each editing cut hits us in the solar plexus. To make matters merrier, Bernard Herrmann's score from the original 1962 film is revamped on the soundtrack. The brass spew out gobbers from the Last Trump; Psycho-like strings sweep through the images like a scythe.

At first Scorsese infects the story with ironic, jet-black humour. Nick Nolte, as the North Carolina defence lawyer Sam Bowden, whose comfortable family gets sucked into a nightmare, first runs across his adversary at a movie house. Cady sits in the row ahead, laughing so insanely that Nolte and brood are forced to decamp. From then on, Cady never leaves them alone. The family dog is poisoned. Then Bowden's mistress gets raped and bitten. A visibly sagging Robert Mitchum, who appeared as Cady in the first version, pops up as police lieutenant Elgart, bemused by Nolte's predicament. "Well, pardon me all over the place," he mutters.

Scorsese plays the genre-pastiche game exceedingly well. In the wake of *The Prince of Tides*, Nolte offers another finely shaded portrayal (this Bowden is far less saintly than the character played by Gregory Peck); while De Niro hurls himself into the fray with enough demonic energy to force Beebeebub out of a job. Like Anthony Hopkins's Dr. Hannibal Lecter in *The Silence of the Lambs*, this is acting with a capital A. The Academy of Motion Picture Arts and Sciences has duly taken notice: both performers are competing for Oscars.

But half-way through, the film crosses the line between passable entertainment and crass exploitation. The keypoint is a long exchange at a high-school theatre, where Cady poses as the drama

women. Cady glistens with the charm of evil: even Bowden's wife (Jessica Lange) feels a perverse twinge of attraction towards him.

As *Cape Fear* enters the final stretch and Bowden sets a trap to snare his monster, distancing black humour is abandoned. Out come the assault weapons: a strangling with piano wire, beatings, slashings, a face set on fire with petrol. What began as a jaunty, full-blooded genre pastiche has turned into an odious avalanche of vulgar tricks, aimed at the audience whose idea of a good time is to see *The Silence of the Lambs* twice.

Once Upon a Crime (PG, Odeon West End), produced by the veteran Dino De Laurentiis, is what James Mason eloquently categorised as "an income tax or alimony type film": the kind of assignment an actor accepts only to meet some pressing financial burden. You can spot the signs during the opening credits. The camera homes in on a foreign location (Rome, though the scene soon changes to Monte Carlo). Names that should never be yoked together flash up regardless on the screen: John Candy, Cybill Shepherd, James Belushi, Sean Young and the Italian beauty Ornella Muti. Finally, the coup de grâce: "And George Hamilton as Alfonso".

Sean Young launches the plot by gibbering, distraught, down a public phone while a dachshund swathed in a tartan coat waddles nearby. The dog's owner has posted a large reward, which Young, penniless, is eager to claim, along with inveterate gambler Candy and unemployed actor Richard Lewis (a much-feted comedian working hard to impress in his film debut). Once the owner is found chopped up in a suitcase stolen by James Belushi, another gambler married to ice maiden Cybill Shepherd, the bumbling police lurch into action. Every impecunious American becomes a suspect.

This plot first saw the light of day some 30 years ago in the Italian film *Crimen*, released here in a terrible dubbed print as *Killing in Monte Carlo*. The American scriptwriters make only nominal attempts to drag the events into the Nineties; while the novice director Eugene Levy (like Candy and Be-



In the grip of a psychopath: Nick Nolte at the mercy of Robert De Niro in *Cape Fear*

lushi, a veteran of Chicago's Second City comedy workshops, shows scant regard for pointing out what jokes there are. Cameraman Giuseppe Rotunno, who painted with light for Visconti and Fellini, gives the production an opulent sheen, but he should not have bothered.

For cinematic novelties this week, you must step outside the mainstream venues. The National Film Theatre has embarked on a two-month retrospective of Yakov Protazanov, a vital force during three decades of 'Russian' cinema, who made his first film in 1909. The opening day, Sunday, of-

fered the science-fiction fantasy *Aelita*: an eye-boggling feast of realistic street scenes and Constructivist sets, made even tastier by the astonishing live accompaniment by Dennis James and friends on violin, trombone and theremin (a kind of musical burglar alarm which David Robinson wrote about here last Friday). Films yet to be shown include several with Ivan Moguljine, a magnetic star with a profile to rival John Barrymore; tonight's film, *Father Sergius*, based on Tolstoy, provides a particularly good showcase.

Over in Cardiff, the six-day International Animation Festival gets under way next Tuesday, presenting some 500 films from 26

countries. Not every new trend in the current cartoon boom can be welcomed: a Japanese film such as *Fist of the North Star* dulls the senses with the blood spurts and bulging muscles of comic-strip heroes. But the festival promises much that is pleasantly inventive, outrageous and rude.

Dazzling new work includes Daniel Greaves's hilarious tale of a pencil sketch harassed by its creator, *Manipulation* (only British film contending for an Oscar this year), and *The Sandman*, a confident slice of childhood expressionism from a striking new talent, Paul Berry. Move over, Disney. Details from St David's Hall, The Hayes, Cardiff (0222-371236).

Thar she blows?

PREPARATIONS for the opening of the West End's newest musical, *Moby Dick*, appear to be floundering, thanks to a bomb scare and Terry Wogan. Previews for the £1.2 million musical, written by Robert Longden and Hereward Kaye, were originally scheduled to begin on February 25. But with the Cameron Mackintosh production requiring more rehearsal time on stage, previews were put back to February 29. Then, that evening's performance was cancelled after a bomb scare had disrupted central London.

On Monday, more rehearsal time was lost when the cast were tied up at the BBC studios all day recording their appearance on *Wogan*. "Cameron felt *Moby Dick* had to be completely ready for the paying public," says a spokeswoman, in explaining why previews finally began last night, more than a week later than planned. *Moby Dick* is now scheduled to open on March 17.

Poll-axed

THE increasing likelihood that April 9 will be the day of the general election has forced the organisers of the 15th International Festival of Film and Television in the Celtic Countries to postpone this year's event. Instead of being held from April 6 to 10, the festival will now be held from June 28 to July 2 at Carmarthen in Dyfed. The "unanimous feeling" of the festival's organisers was that "to attempt to compete against a general election campaign would be to court disaster".

Last chance...

A MAGIC trick: fusty old opera seria turns into pure charm, intelligence, playfulness, feeling and light. To miss the English National Opera production of Handel's *Xerxes*, originally created by Nicholas Hymen, would be to miss one of the finest things in the current London opera repertoire. It needs to be seen and deliciously heard. This time the creatures gracing the Georgian parkland setting are led by Louise Winter and Yvonne Howard, with Noel Davies conducting. The final performance is tomorrow at the Coliseum (071-836 3161).

INTERVIEW

Inside a native New Yorker

The best way to interview Martin Scorsese's biographer, Mary Pat Kelly, is to let her loose on the streets of New York's Lower East Side. Walking through "Little Italy", she delivers a concise, anecdotal history of the various elements—tight-knit family life, religion and urban violence—which moulded Scorsese's personality and work.

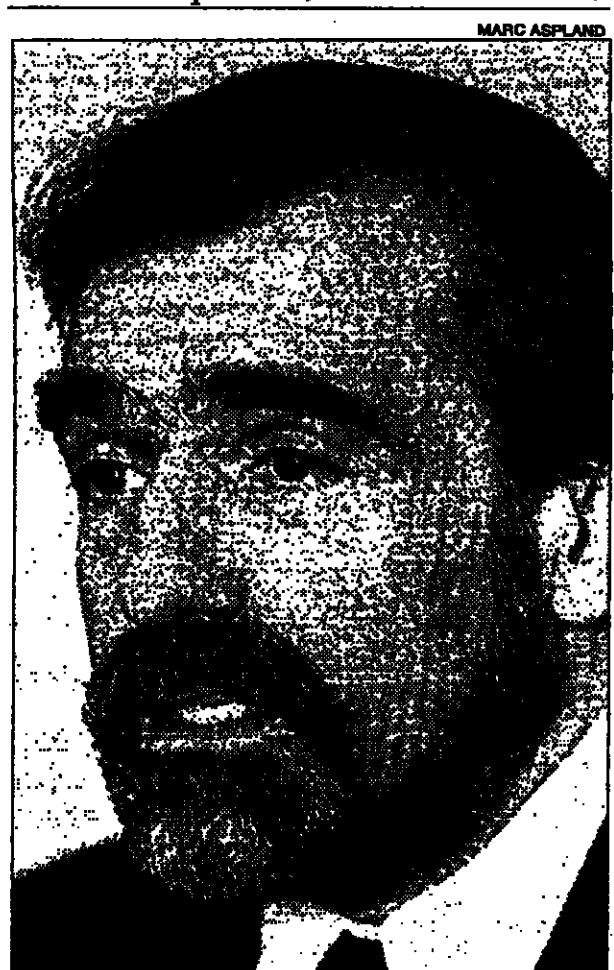
On Elizabeth Street, not far from the Bowery's notorious skid-row, stands the apartment block where the film director spent most of his childhood. A few doors away, the elderly man who runs Albanese Meats and Poultry is happy to discuss his memories of the young Scorsese. After showing off his own family photographs, displayed above the counter, he proudly points to the rear storage area in which Scorsese shot scenes for his early feature, *Mean Streets*.

Not far away, standing amidst its walled cemetery, is Old St Patrick's Cathedral, where the director served as an altar boy, entranced by the rituals of Catholicism—or, as he once put it, "all those old Italians singing hymns in Latin". The cathedral provided another of the locations for *Mean Streets*; Coppola used it too in *The Godfather*. Inside, the silence contrasts with the noise of traffic and softball games on the street outside.

The religious dimension looms large in Kelly's biography—excessively so, according to several American reviewers. Then again, Scorsese's original ambition was to enter the priesthood, a point he reiterates in the book: "I was raised with them, the gangsters and the priests. That's it. Nothing in between. I wanted to be a cleric. I guess the passion I had for religion wound up mixed with film."

During the Sixties Kelly

Mary Pat Kelly, whose second book on Martin Scorsese coincides with the release of *Cape Fear*, talks to Clive Davis



Scorsese: "had to sacrifice personal life to career"

herself studied to become a nun, and it was during her time as her convent's resident film buff that she first came across Scorsese's work. Having read an article about his award-winning student film *It's Not Just You, Murray!*, she wrote to him asking to see it. He obliged with a print and a letter running to a dozen closely-written pages in which he discussed film technique and recommended books about cinema. Further letters were exchanged, and a friendship developed.

Kelly has already published one earlier book about Scorsese, which focused on the first decade of his career. The idea for the new work took root in the early Eighties,

when the film-maker's initial attempt to adapt Nikos Kazantzakis's novel *The Last Temptation of Christ* foundered after rumblings from fundamentalist groups.

Kelly, who had been carrying out theological research for the project, began to document the various public and private wranglings. She eventually decided to embark on a full-scale study of Scorsese's entire output, including a brief preview of *Cape Fear* (see review, above), released in Britain tomorrow.

The book takes the form of an oral biography, structured around interviews with Scorsese, his colleagues, friends and family. As might be expected, the overall tone

is overwhelmingly complimentary. No hostile voices here. In conversation Kelly finds positive things to say even about a relative potboiler such as the pool-hall drama *The Color of Money* ("The script didn't come out of his gut like some of the others," she says, "but it did present challenges of its own, particularly in the camera work. Each game had to look different.")

Did she uncover any negative aspects to Scorsese's character? She thinks hard before answering. "Only in the sense that he's obviously had to sacrifice his personal life to his career. He has this tremendous reserve of energy which he injects into his work. The commitment is total. As he gets older, I sometimes wonder how long he will be able to maintain that."

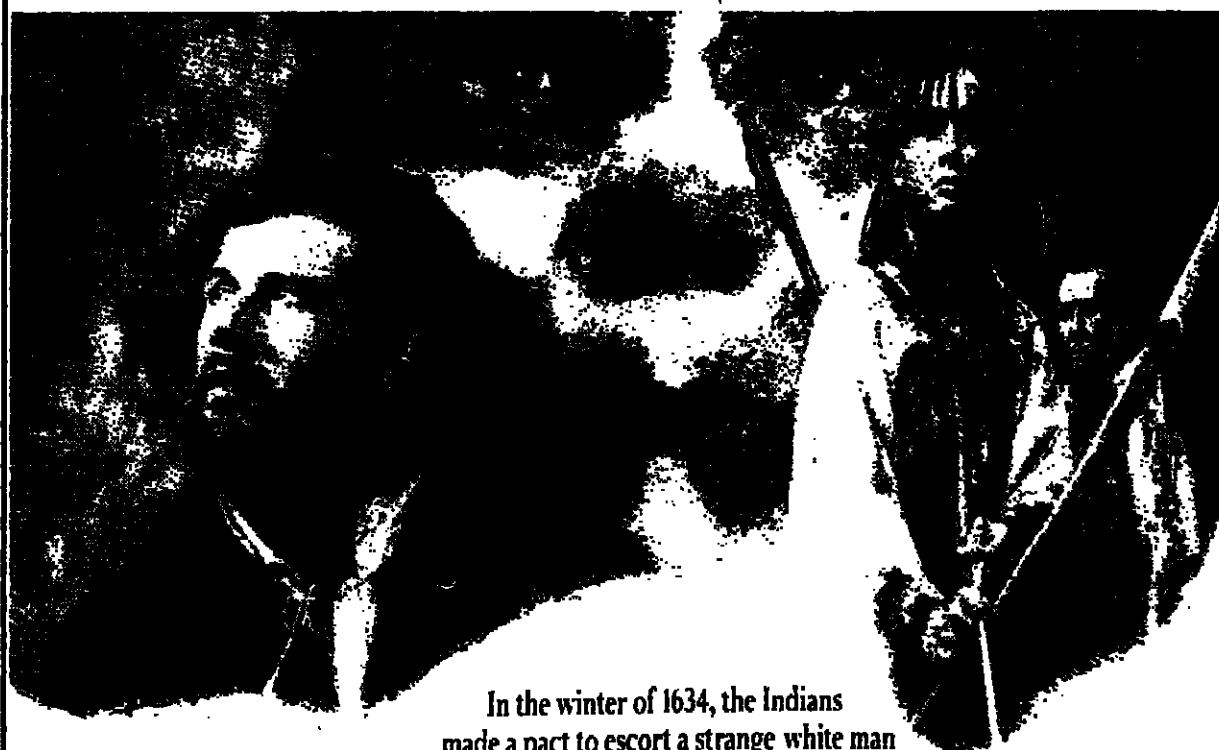
With the commercial success of *GoodFellas*, Scorsese appears to be back in favour with the corporate decision-makers. *Cape Fear*, made as part of a deal with Universal Pictures, had the biggest budget of any of his films so far, and was co-produced by Steven Spielberg's company.

"Marty's a conglomerate now," declared writer-director Paul Schrader in a recent profile of Scorsese in the American film magazine *Premiere*. "But at the end of the day, no matter how hard he tries to sell out he can't really do it. The thing with Spielberg is a marriage of convenience. We're talking Warren Beatty and Madonna."

Scorsese is now at work on his latest project, an adaptation of *The Age of Innocence*, Edith Wharton's novel set in the upper-class New York of the late 19th century. Daniel Day-Lewis has been cast in the role of the young lawyer Newland Archer. It is a world away from *Taxi Driver* or *Raging Bull*. Kelly admits she was "bemused" when she first heard of the choice. Yet she feels that, in a sense, Scorsese is still working on his home turf, only moving back two or three generations into the past.

© Martin Scorsese: A Journey, by Mary Pat Kelly, published by Secker & Warburg at £16.99.

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Necromancer of the novel

Fernanda Eberstadt hails Hawthorne, scion of a Salem dynasty and chronicler of the morbid heart of New England puritanism

There is a strain of Gothic that runs through mid-19th-century American fiction, an uneasy glancing over the shoulder, an overassiduous scrubbing of the hands. Every nation is born in violence, and Gothic — the allegorisation of guilt — was a fit means of making tangible the 19th-century writer's fear that his brand-new, God-given land might in fact be haunted by the blood of ancestral crimes. For the 20th century, the victim is the American Indian and the African slave; for an earlier time, it was the fate of the deviant among the English settlers, whether Quaker or accused witch, that electrified the artist's imagination. No writer has explored this sense of inherited sin more delicately and insinuatingly or with such ambiguous delight as Nathaniel Hawthorne.



SALEM IS MY DWELLING PLACE
A Life of Nathaniel Hawthorne
By Edwin Haviland Miller
Duckworth, £25

try to accomplish the impossibility of murdering his successor?

By Nathaniel's day, both the Hawthorne family and their native town of Salem had fallen into a gender deasy. Miller's biography is of a life spent in the shadows. Hawthorne's father, a sea-captain, died in Surinam when his son was not quite four, and the boy grew up, a dependent of his maternal uncles, worshipped by his strong-minded but pathologically reclusive mother and two sisters. Almost shockingly beautiful, Hawthorne learned early to play wifely, and women and men alike loved to spoil him. Writing to his mother at the age of sixteen about the desolation of having to grow up and get a job, he laments: "The happiest days of my life are gone. Why was I not a girl that I might have been pinned all my life to my mother's apron?"

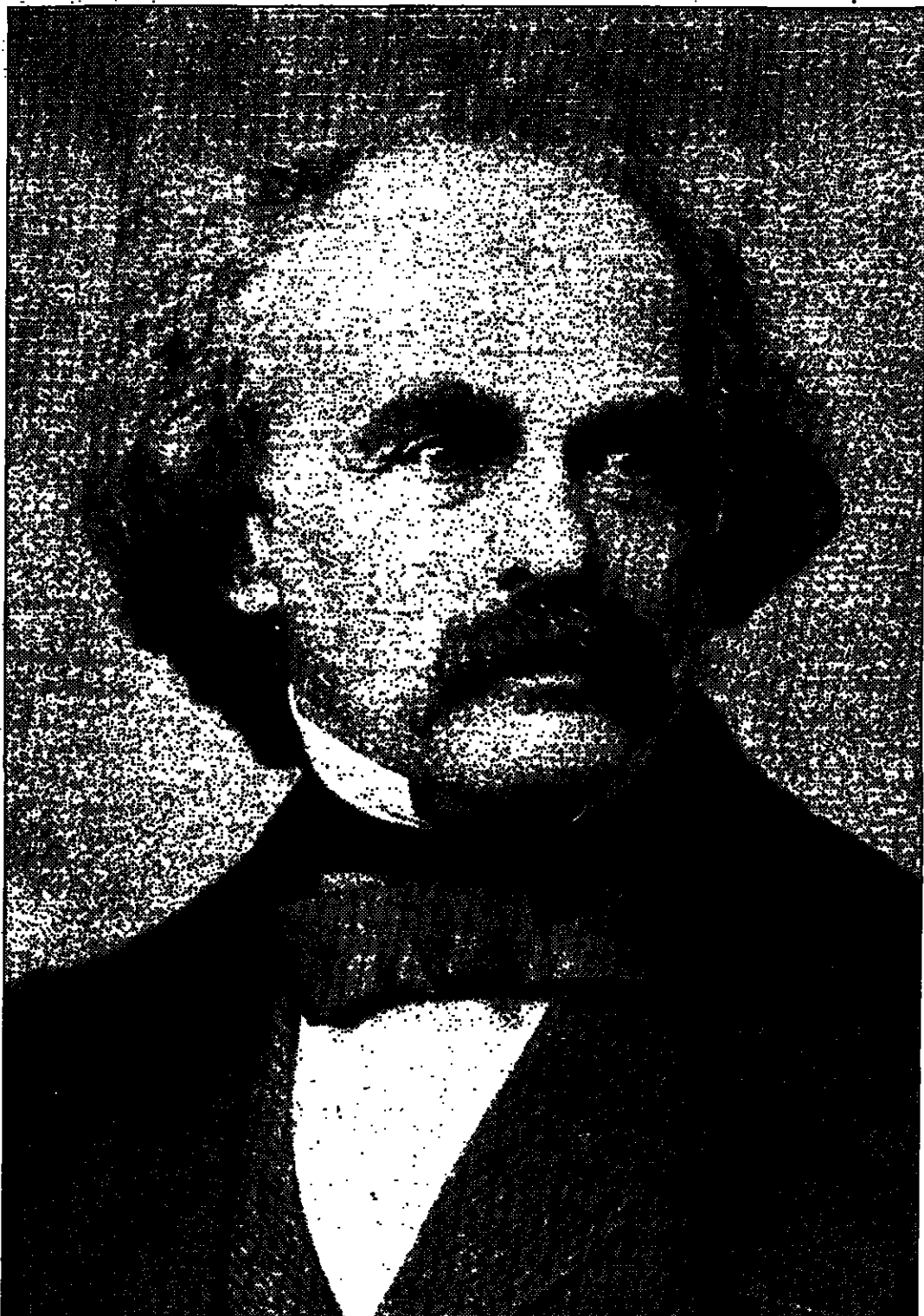
He was depressive, self-mocking, apparently bone-lazy, yet convinced from the start of his own literary genius. In his late thirties Hawthorne was still pinned to the maternal apron: grudgingly supported by the uncles, spying from his attic-window on pretty girls in the street, sketching anonymously published tales of incest, parricide, and satanism, and conducting a clandestine romance with the great love of his life, his wife-to-be Sophia Peabody. Like him, Sophia was the favourite child in a house of neurotic, invalided bluestockings. Miller is adept at conveying the peculiar spiritual atmosphere of early 19th century provincial New England, in which Werther-style melancholy coexisted with commercial bustle, social reform, and the most earnest ethic of self-improvement. The contradictions were exemplified by Hawthorne's sister-in-law, Elizabeth Peabody, an abolitionist who published the Transcendentalist journal *The Dial*, and ran a bookstore in Boston which was a meeting place for intellectuals such as Thoreau and Emerson, while seeming to spend much of her life confined to bed by mysterious vapours and "blue devils". So obligatorily, indeed, is the general neuroticism that we learn that even the Hawthorne family's cat's "nerves are somewhat delicate".

In 1850, at the age of 46, Hawthorne burst upon the world with *The Scarlet Letter*, a story of adultery, remorse, and retribution set in Puritan Salem. It is a dark tale rendered with a light touch, and anyone who reads it cannot but notice that its author's own moral verdict is almost impossible to detect. The book created a sensation — one reviewer called it "a story that should not have been told". Hawthorne's earlier tales had won him the admiration of Emerson, Longfellow, Thoreau, and the young Herman Melville, whose semi-erotic love-letters to Hawthorne, quoted in this biography, make heady reading: *The Scarlet Letter*, however, made him a household name.

It was followed within the year by *The House of the Seven Gables*, and the year after that, by *The Blithedale Romance*, an odd, brilliant book which satirises Hawthorne's own experience in the utopian socialist commune Brook farm. Three great novels within three years: with each work, his hand becomes more confident, more sprightly, more idiosyncratic and experimental. What characterises these fictions, besides their preoccupation with "the morbid heart", is a seraphically graceful prose-style, mixing humorous philosophical specu-

lation about feminism, socialism, the steam engine's "annihilation" of time and space, with Gothic melodrama, and a relish for life so vivid that Hawthorne can transfix us for 30 pages with the domestic troubles of a rooster, two hens, and a chicken.

In 1853, Hawthorne's one sally into public life — a campaign biography of Franklin Pierce, his college buddy and one of the worst ever American presidents —



Nathaniel Hawthorne (1804-1864). His sister said "he kept his very existence a secret"

yielded him in that more blatantly corrupt political era the lucrative job of consul in Liverpool. After seven years in Europe, where he met Tennyson, Tolstoy and the Brownings, Hawthorne returned to America and finally succumbed to the "blue devils" that had been his lifelong scourge. He stopped writing, was momentarily cheered up by Civil War fever, and died miserably at the age of 60.

Miller, who takes a psycholo-

gist's approach to his subject, dissents from earlier critics rightly, I believe — in seeing Hawthorne as "neither a theologian nor a moralist but a perhaps uneasy sceptic in matters of religion and art". Miller's Hawthorne is a perverse equivocator, a fascinated voyeur of human bustle and a master-explorer of our hidden dreads, compulsions and desires. As Miller puts it, a Dostoevsky without the faith.

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Two novelists: Henry Green and Anthony Powell. Both born in 1905. Both Eton. Both Oxford. Close friends, both achieving major critical acclaim in their own lifetimes. And what now? One living, and lionised (Powell), the other dead, and doormoused (Green).

Powell — he of the jumble-jangling socio-comic dodecadology *A Dance to the Music of Time* — has become such a grand old man of letters that he has managed to assemble and publish a second vast tome of book reviews at the unspeakable price of £25, even as the first volume languishes unsold on the shelves of the nation's bargain bookshops. And Green? In a casual survey conducted exclusively for this newspaper, eight out of ten people had never heard of him, one thought he was the chap who dreamed up the Proms in the Albert Hall (wrong Henry), and the other thought he used to host *Opportunity Knocks* (wrong Green).

This is the same Henry Green whom John Updike, in his introduction to *Surviving: The Uncollected Writings of Henry Green* describes as "a novelist of such rarity, such marvellous originality, intuition, sensuality, and finish, that every fragment of his work is precious".

It is the same Henry Green whom W. H. Auden considered to be "the finest living English novelist" and whose second novel (*Living*) was described by Christopher Isherwood as "the best proletarian novel ever written"; whose spectacular Blitz-book (*Caught*) moved Rosamond Lehmann to admit "one important exception" to her view in 1946 that "no great war novel" had yet appeared, and whom Randall Stevenson, in his

Lads that will never be old

Michael Wright

SURVIVING
The Uncollected Writings



By Henry Green
Chatto & Windus, £18

UNDER REVIEW
Writings on Writers
1946-1990
By Anthony Powell
Heinemann, £25

exemplary study *The British Novel Since the Thirties* describes as "one of the outstanding writers of the 20th century". (Both novels have just been reissued in paperback by Harvill, price £6.99.)

Surviving is a patchwork ragbag of stories, reviews and other fragments. There are fairy stories about giants; a fascinating pair of radio broadcasts in which Green provides sparkling analyses of how the novelist achieves his effects through the subtle handling of dialogue; a quirky TV drama script; a glowing paean to C. M. Doughty's *Arabia Deserta*; a patch of purple prose celebrating Venice: evocations of autumn, the Blitz, a crowded railway station, and so on.

Many of the fragments form small "epiphanies" that recall — in mood and tone, if not in style — James Joyce's *Dubliners*. Here is that same complex of chiselled, deadpan detail, pregnant with symbolism, arrayed like a volcanic crust over the darkling uncertainties that flow beneath — and seep through — the surface. Unlike *Dubliners*, however, Green's fragments are not the product of one early burst of sweat and inspiration; they span his writing career and provide no more than a fascinating codicil — not a skeleton key — to his development.

Far better to begin with the three novels already available in Harvill's splendid paper back reissue, all of them remarkable, recommendable books, fizzing with originality. *Living* (1929) Green's gritty portrayal of factory life, makes the sharpest impression with its spartan prose, its taut sentences shaved of definite arti-

cles, its crunching dialogue. *Caught* (1943) brings a haunting intensity to the depiction of firefighting and frustration before and during the Blitz, where sex seems to count for at least as much as safety. *Loving* (1945) juggles similar themes of suspicion and guilt, love and loyalty, in the topography, upstairs-downstairs world of an Irish country house, and strikingly prefigures Kazuo Ishiguro's *The Remains of the Day*.

In the past, critics may have scared readers off Green's work with too much emphasis on its "puzzling opacity" and "obliqueness". This is ridiculous. Green does indeed strike glancing blows at truth, rather than spooning out messages, and his works do hint at a dark undercurrent beneath their surface. But they are not difficult. Green's prose has a dusky glint, like pewter, and his vision is always fresh: ringing and jangling with novelty and resonance. It is for each reader to discern whatever underlying complexity he or she can. But the glittering surface, merely hinting at silent depths, will be reward enough for many.

Compared with Green, Powell's reputation may be secure, but his latest offering does little to burnish it. What we are presented with here is a shallow swamp of pocket-journals often clouded by pocket-journals often clearly connected with the subjects of the biographies under review. Of course the demands of literary journalism impose tough limitations of time and space upon any reviewer, however distinguished. But quite simply, Powell's heart doesn't seem to have been in this work. If it is hard here to detect traces of the prodigious elegance, warmth and — above all — wit that distinguish his fiction, it is even harder to detect the influence of a powerful mind working at full stretch.

I concede that it may be unfair to judge, on the basis of one intensive and exhausting reading, a book which might prove considerably more palatable if spread over five years with the reader rationing himself to no more than one piece every fortnight. But then, Powell claims in his introduction that his reviews "achieve a kind of pointillist effect by massing together comments on single individuals over several decades", which seems to challenge the reader to wade on regardless. This is a struggle. The bargain bookshops beckon. And one suspects that Powell's old friend and contemporary, upwardly mobile at last, will be more than happy to make room on the shelves for him.

Sub-editor of the human race

George Steiner entertains few fashionable doubts about the nature of his task as a critic and cultural commentator. Questions others might treat with scholarly disinterest, he takes personally.

Fiction might seem the logical extension of a critical project that has always made of commentary an intensely creative, almost confessional act. Steiner excels at speculation and is fascinated by the idea — at once liberating and terrifying — that we can say or think or write anything about anything. Yet in fiction, where at least some of the speculation has to be directed into the creation of a believable world, where who says what about what is important, his usual passion seems oddly constrained.

The three short parables in this new collection — his first fiction for ten years — avoid the problems of extended narrative altogether. They are riddles, parodic invitations to critical exegesis: once the subject and the narrating voice have been identified from clues archly scattered through the text, there is little left to hold the interest.

"Proofs", however, the first and longest piece in this volume, is Steiner at his best. Its subject is the significance of the demise of communism for socialists in the West. Its protagonist is a meticulous Italian proof reader. A member of a communist splinter group, addressed by his comrades, only half-jokingly, as "Professor", (Steiner leaves him nameless), he is faced with twin crises. The rejection by eastern Europe of the beliefs to which he has devoted his life coincides with the realisation that his sight has deteriorated to the point where he can no longer do the job he loves.

The allegorical possibilities are too obvious. The title turns out to refer to more than one kind of proof. There is, too, a suggestion: "Communism means taking the errata out of history. Out of man. Reading proofs." And there is the belief, derived from the Kabbala and a recurrent theme in Steiner's writing, that "the sum total of the evil and miseries of humankind arose when a lazy or incompetent

scribe misheard, took down erroneously, a single letter, one single solitary letter of Holy Writ". But the temptation to make much of these multiple resonances — something which could be done well only with a lightness of touch Steiner shows no sign of possessing — is resisted.

The world of the proof-reading communist is a world of words and ideas. Steiner has at last found a fictional subject whose vitality is of the same order as his own. The core of the narrative is a gripping and extended discussion between the proof reader and a radical priest. The two men consider the suffering inflicted throughout history in the name of socialism and of the churches; they debate the merits and the evils of capitalist popular culture; they compare Marxism and Judaism. No conclusions are reached, but what emerges is a conviction that against the horrors perpetuated in the name of belief there has to be balanced the unimaginable bleakness of a world with no belief at all.

This has always been a central strand in Steiner's thinking. Twenty years ago he wrote of the difficulty of formulating any theory of culture "in the absence of a dogma or genuinely felt metaphoric imperative of progress and perfectibility". More recently, in *Real Presences* (1989) he has emphasised that proof is not everything: man must have some sort of faith, a belief in truths which can only be taken on trust.

"Proofs" is a more dispassionate — but no less moving — restatement of that idea. A very description of the conflict (without victors) between possible systems of belief, it ends with a gesture of what looks like hope — futile, perhaps, but no less necessary for that.

The "professor", his eyes irreparably damaged, "comes home"; he applies, defiant in the face of all the evidence, to rejoin a communist party everyone else is rushing to leave. If his vision is ever restored, he could do worse than seek employment with Faber and Faber. Someone there — though this may be Steiner's idea of a joke — does not know how to spell minuscule.

Women take a liberty

Charlotte Lennox-Boyd

LADY SOPHIA STERNHEIM
By Sophie von La Roche
MARY AND MARIA
By Mary Wollstonecraft
MATILDA
By Mary Shelley
CASSANDRA
and other selections from
Suggestions for Thought
By Florence Nightingale
THE NEW ATALANTIS
By Delarivier Manley
THE CONQUEST OF ROME
By Matilde Serao
Pickering & Chatto, £24.95

The current revival of interest in women writers of the past has owed much to the use of cheap photographic reprints. Thanks to Virago, the Women's Press, Pandora and others a vast quantity of writing, mostly but not all fiction, by women, which used to be ignored because few people could ever read it, is now widely available. You can now buy Victorian railway novels even on railway stations.

This surprising development, welcome as it is, has limitations. Some difficult texts require more than mere reprinting to make them accessible, and novels are not the whole story. Pickering & Chatto's edition of Mary Wollstonecraft's complete works is a model of a more elaborate treatment of women's writing. The great early feminist ranged from education theory to travel writing: not all of it is equally interesting, but it is interesting as a whole, and this modern scholarly edition is very valuable, though it isn't cheap at £325.

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LIVES REMEMBERED

The Times Obituaries of 1991, edited by David Heaton and John Higgins, with a foreword by Lord Annan, has just been published by the Blewbury Press, price £19.95. The 180 obituaries include many literary and artistic luminaries, among them: Claudio Arrau, Dame Peggy Ashcroft, Coral Browne, Miles Davis, Dame Margot Fonteyn, Max Frisch, Sir Lawrence Gowing, Martha Graham, Graham Greene, Wilhelm Kempff, Sir David Lean, Sir David Piper, Rudolf Serkin, Isaac Bashevis Singer and Sir Angus Wilson.

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Women take liberty

Charlotte Lennox Boyd

Charlotte Lennox Boyd is a writer and editor. She has written for the *New York Times*, *Harvard Magazine*, and *Granta*. She is currently working on a book about the history of the novel.

A republic of sound and fury

Thomas Pakenham, historian of Africa, on Nelson Mandela's new South Africa

Predicting the future of South Africa is like choosing to step on a banana skin. Only a decade ago, two of the most respected and industrious African historians of Africa, Lewis Gann and Peter Duignan, stalwarts of the nonsense Right, pronounced that the pariah state of South Africa would be alive and flourishing far into the 21st century.

Diligently they projected the trends of those Cold War years: lip-service for boycotts and sanctions by the United States and other governments of the free world, because no one cared enough to pay the economic price of making sanctions work.

Nothing could challenge the Afrikaners' claim that their state was the military super-power of the region, and that the talk of the ANC's mounting an armed revolution within South Africa was no more than the pipe-dream of some old men on Robben Island.

What has occurred to make Gann and Duignan's confident predictions so ludicrously wide of the mark? As a veteran writer on Africa, and former director of the crusading Africa Bureau, Guy Arnold is in an excellent position to answer the question. His latest book, *Across the Rubicon*, documents in fascinating detail the collapse of Afrikanerdom.

The second wind of change in southern Africa started to blow in the early Eighties, precipitated by a threat to the economy. After decades of obedient egg-laying, the golden goose of apartheid began to fail its master. It was not just the crazy distortions to the market that the system created —

the overpromotion of whites and the undereducation of blacks — as well as the chronic instability modified by periodic revolts. After a century of industrialisation, South Africa, economic giant of the continent, enjoyed a GDP three times the size of Portugal's. Yet it still remained as vulnerable to the caprices of the world commodity market as any Third World cocoa republic. The reason was that gold was still the mainstay of exports and earned over half of all its foreign exchange. In the thirty years after South Africa left the Commonwealth, gold rose from a handful of dollars to \$800 an ounce. Then, in the early Eighties, it fell to below \$400 — where it has languished more or less ever since.

To compound the economic crisis, the government of P.W. Botha found its resources drained by the war in Angola, but recklessly increased spending on defence, to meet an imaginary Russian attack from Mozambique.

It was in this context that the much-derided crusade in the West against apartheid — led by Archbishop Huddleston in England, and by radicals and blacks on the campuses of America — suddenly acquired a decisive momentum.

South Africa was at the mercy of disinvestment by international banks and multi-national conglomerates. Their stake in South Africa brought them only marginal profit. Why should they defy a boycott even by their least important customers at home?

By 1989 the Cold War was beginning to evaporate, and the Russians seized their chance to extricate themselves from the African swamps. The American State Department belatedly chose to intervene. Fortunately the collapse of the Soviet Union was delayed long enough for the Russians to be able to drive a good bargain. They

would remove themselves and the Cubans, and agree not to supply military aid to the front-line states or the ANC guerrillas. In return the Americans would persuade the South Africans to stop promoting civil war in Angola and Mozambique, to give Namibia its freedom and — most important of all — to make a new start with democracy in South Africa.



Nelson Mandela, aged patriarch of the African National Congress, grasps the hands of South Africa's successor generation. Is he a statesman or a totem?

and the birth of what he called "the new South Africa". What form this will take still baffles most South Africans more than two years later. The border war is over. But the peace talks have hardly begun.

To understand the complexities involved, from the options in constitution-making to the nuances of communal land tenure, no one could have a better guide than Stephen Mallaby's book, *After Apartheid*. At 27, Mallaby is a seasoned African hand. The Economist's Africa correspondent, no bleeding-heart liberal but sensitive and sensible. He knows a lot about what has gone wrong in other parts of Africa since independence. He puts his experience to ex-

cellent use. Who would not sympathise with a white South African recoiling at the precedents set by Nigeria in corruption, Uganda in tyranny, and Tanzania in sheer doty incompetence?

Mallaby's basic conclusion, which must be surely correct, is that, despite the alarming divisions in the white community, and the talk of civil war, the changes in South Africa are now fortunately irreversible. Within a year or two, an interim government, a Nationalist/ANC coalition still dominated by Afrikaners, is expected to take its seat in Pretoria.

But they will have a stony road ahead, and a labour of Hercules

to make a new constitution, and make it work better than any of Africa's other new constitutions. This means reconciling black aspirations with the need to face economic realities — and the need to make black and white nationalism bed down together in the same corner of the continent.

Archbishop Trevor Huddleston, like Nelson Mandela, is one of the survivors from the heroic era of the struggle against apartheid. He was withdrawn from South Africa by his religious superiors in 1956. This short book is an account of his return to South Africa in 1991. He writes with a fervour that is entirely appropriate. Perhaps no white man, except Alan Paton, has done more to expose the suffering and humiliation and waste that

apartheid entailed for ordinary Africans. His masterpiece, *Naught for Your Comfort*, has passed into history. Now, in this moving sequel, he sets out his own agenda for peace and justice.

The book is charged equally with hope and foreboding. If President de Klerk can be kept up to the mark... if the ANC can avoid the corruption of power and the "enticements of western capitalism masquerading as democracy": only then will Johannesburg become the new Jerusalem, and its people be "led in... at the golden gate of true fulfillment, peace and liberty".

Thomas Pakenham is the author of *The Scramble for Africa, 1876-1912* (Weidenfeld and Nicolson, 1991).

Mack the nice guy

Tania Glyde

LOVING BRECHT



By Elaine Feinstein
Hutchinson, £13.99

FAUSTINE

By Emma Tennant
Faber, £13.99

In *Loving Brecht*, an extraordinarily moving exploration of the way women give themselves up to knowing why, the poet, translator and playwright Elaine Feinstein has created Frieda Bloom, a Berlin cabaret singer, and inserted her, with total confidence, into the world of Bertolt Brecht. Lotte Lenya and the *Threepenny Opera*.

Frieda's tragic childhood is described in spare, brilliant prose. She has had to be tough to survive, and yet, as she grows older and discovers her singing talent, she always sees others as stronger than her. Meeting the young Brecht changes her life, but she does not realise until it is too late how she has fallen under his spell. His effect on the women in his life, how he passes their work off as his own, leaves them pregnant and utterly manipulates them, is painful to read.

Without a moment's self-consciousness or detraction from Frieda's story, *Loving Brecht* discusses the notion of the (always male) "genius", and the hideous self-destructive gratefulness of those that exist around him.

Feinstein is bold with her historical backdrops. In fact she covers so much time in the second half that she never quite regains the intensity of the first. Fascist thugs drive Frieda's feisty and beloved aunt out of the country.

When it dawns on Frieda that Jews can be recognised in the street, her life changes and she joins the communist

party. Almost disentangling herself from Brecht she marries a fragile Russian writer ("I didn't think he was a genius") and flees with a dream to Moscow.

The years spin along and life gets worse. She loses first her husband then her lover to the regime and flees, with Brecht's entourage, to America. In the States she finds true love, but is again forced to run to London when the McCarthy trials begin.

Brecht, needless to say, has skated richly through life, committing himself to nothing.

Love's many forms aside, Feinstein's excellent novel portrays a world of fear (in both war and peacetime) that few younger readers will truly understand. We should be grateful for that, perhaps.

Emma Tennant's *Faustine* is about a fear which is still prevalent — the fear of ageing. Muriel Twyman, forty-eight and a grandmother, survives with a low-paid monotonous job and shares a house with her daughter and baby granddaughter.

One day a strange-looking TV salesman invites Muriel to sell her soul after display-

ing her twenty-four year old face on every screen in his shop. Rising to fame and power out of her poor, crowded life, she becomes the ravishing mistress of the world.

Our society still worships youth in women and decries the signs of age. Muriel's dash for prominence is as understandable as Faust's. But Tennant tells the story from the point of view of Ella, Muriel's grandchild, now grown up and come to England to look for her.

Tennant is known for taking old themes (Jekyll and Hyde; Adam and Eve) and successfully reworking them, giving women the major roles. Perhaps *Faustine* should have been longer. But the book would certainly have been better without its final chapter, a throwaway explanation in the Devil's own words. There is quite enough irony already without this. *Faustine* preaches that a woman wanting youth (and therefore power) is destructive not only of herself but of others. Which sounds like God's arguments, not just the Devil's.

Seriously sexy stuff

Nicola Murphy

THREE EVENINGS

By James Lasdun
Secker & Warburg, £13.99

DEATH OF A DOCTOR

By Elspeth Davie
Sindclair Stevenson, £13.95

Mere voyeurism does not satisfy James Lasdun. He wants to get really intimate, really deep inside his subjects. Titled by moral dilemma, in this tantalising, frustrating collection he fantasises on the potency of temptation, and the sweetness of corruption. Lasdun relishes the deliciousness of forbidden thoughts in an unbuttoned, voluptuous language that revels in the sensuous and that, finally, cascades into purple prose. Sometimes he excites us too. James Lasdun is a seriously sexy writer.

This is an author whose creative juices really start to flow when his characters begin to abuse their power, when he can really hit below our belt. Lasdun's exploration of perceptions of sin is, though, surprisingly sensitive. Most of his plots aren't contrived, most of his conclusions are subtle. In one an upright young man sleeps

with a hesitant woman whose false trust in him is engendered by a case of mistaken identity; he is then chilled to find himself used. In another, a charity volunteer, ashamed of his dislike for a sullen junkie, flushed by his attraction to her, heatedly resents the manipulation which leads him to break in-house rules.

In these fables of sensitive young men grappling with their involuntary reactions to women, Lasdun's touch is deft. When it comes to his chorus-line of young female

faceless pin-ups, however, he is left groping, his authorial inexperience exposed. Nor can he really handle older women. With bold and inventive strokes, Lasdun creates a classicist who feels professionally compromised by her low key sexual fantasies; and a lonely mother tempted by rage when her beloved casual son abuses a loved possession. But, overexposed by the dullness of their lives, he under-scores their repression with sensuous language to a degree which jars, which marks the author, by default, as patronising.

By contrast Elspeth Davie never fails to satisfy. While Lasdun revels in his characters' confessions, Davie paints their silences. The frustrations, fears and hopes of her ordinary men, women and children seeking meaning and identity are unspoken. Davie's stories are written in measured, pared prose, her perceptions are

unerringly, eerily poignant. In one, a hairdresser shapes an admiring boy's head and unwittingly reveals that his life has been washed away; in another an anguished child seeks solace in an unloved Santa who, barefaced, is forced to confront his own fears. In this writer's hands a couple struggling to make a success of a restaurant, a girlfriend left at a bar, are strangely compelling. Jostling gallery visitors, desperate to make their mark on a white board, are as intriguing to Davie as the outsiders who watch, resentful at their exclusion, while an attractive, attentive young woman gives intimate news to each individual in a room full of people: they cannot hear the nurse explaining that the doctor has died. This is writing that's genuinely thrilling; Lasdun, sometimes titillating, has yet to learn that less can be much, much more.

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Marketing Director

Wiltshire

Despite the frequent promises made by employers that "this job will really give you the opportunity to make your mark" few vacancies provide the dynamic challenge that will demand the full use of all the theory and experience that an individual has acquired. Dare we say it but our client is making such a promise. They are a relatively new offshoot from a world renowned organisation with several key operating areas predominantly in engineering services. Currently with no separate marketing/sales function they enjoy a £40 million turnover.

Presently undergoing a reorganisation they are looking ahead with confidence. However, the key to their future will be the success of the appointee in reviewing their services and products and defining the markets both for today and the future. Encompassing every facet of marketing and even some sales, your role will be highly visible, from maintaining and developing current key accounts to pricing and marketing strategies.

Such a challenging brief will be demanding

substantial salary plus attractive benefits

and you will be expected to build a team of professionals to deliver your objectives.

A graduate with at least 10 years' relevant experience, you will have ideally worked in an engineering/service environment. Candidates must be able to demonstrate a track record of successfully preparing and implementing complex business plans including pricing structures etc. Excellent interpersonal skills are essential as is a high level of self motivation, energy and drive.

A base salary of c.£35,000 is offered plus bonus and car, for exceptional candidates salary will not be a prohibiting factor. As a main board director of the company you will enjoy a substantial benefits package in line with the seniority of the post.

For further information, write in the first instance to our consultant Paul Ballard, Moxon Dolphin Kerby Limited, 178-202 Great Portland Street, London W1N 6JJ, quoting reference 6164, and stating any companies to whom you do not wish your application to be sent.

MOXON • DOLPHIN • KERBY

EXECUTIVE SEARCH & SELECTION

HEAD OF LOGISTICS & DISTRIBUTION

(Board potential)
Drive forward a totally new concept
Package c£45,000 + executive car
Midlands based

A highly successful business within one of Britain's leading 'blue chip' groups, our client is in the process of introducing an innovative, nationwide ordering and distribution system to meet the needs of its customers.

An extensive network of outlets in most major towns and cities in the UK will be linked via computer to distribution centres carrying up to 50,000 stock items and guaranteeing same or next day delivery to customers.

The system will rely on sophisticated Information Technology, efficient and effective procedures and, most importantly, on the people who provide the service.

First stages are already in place. Your key task will be to review current performance, identify and eradicate problems and set standards through all stages of the cycle from procurement through order processing

to warehousing, stock control, distribution and delivery. Then you'll implement the strategy in the rest of the network. At the same time, you'll be acting as the 'champion' of the new system, encouraging and ensuring the support of managers and staff at all levels.

This is an immensely demanding role with rewards and challenges to match. It will appeal to a mature and confident man or woman (ideally 35-45) with a long list of achievements in fast moving, high volume procurement, inventory control and multi-drop distribution. An accomplished manager, motivator and strategist, you will be familiar with all aspects of supply chain management.

Please write with full CV to The Confidential Reply Service, Austin Knight Recruitment, Tricorn House, 51-53 Hagley Road, Edgbaston, Birmingham B16 8TP, quoting ref. LS 926.

Applications are forwarded to the Client concerned, therefore companies in which you are not interested should be listed in a covering letter to the Confidential Reply Supervisor.

Austin Knight

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We are seeking a Senior Executive to manage a start-up operation for the provision of Charter and Scheduled Services, passenger and freight to major international organisations. The General Manager, with complete

Europe, Middle East and Africa
£45,000 + Bonus
Based in Waltham Cross

You will be capable of designing and implementing a sales and marketing programme, to senior airline executives with emphasis on freight/cargo.

For a discussion in complete confidence, please

AIRLINE GENERAL MANAGER INTERNATIONAL SALES & MARKETING

backing from the Board, will be asked to conduct a business development role to build the new organisation's growth, achieving the business plan.

It is expected you will be in your mid-forties, with considerable experience in the airline industry.



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call Mrs Varina Nissen, quoting reference 18/1184, on 071-240 1040 at Morgan & Banks PLC or alternatively send your details to 114 St. Martin's Lane, London WC2N 4AZ. Fax No: 071-240 1052.

Marketing Systems Consultant

To £40,000 + Car

Our client is the marketing information systems division of a major international consultancy. The division has an unrivalled reputation for providing high quality, high value, business led solutions to a blue chip client base. Their continuing success has established them as a UK leader in improving the effectiveness of marketing and sales functions through the use of IT. Their comprehensive services cover strategy studies, user requirements, software selection and sales and marketing systems delivery.

They are looking for an exceptional marketing systems consultant to join their high calibre team and be responsible for:

- the project management and delivery of challenging sales, marketing and customer support systems projects for a wide range of international clients.
- specification of user requirements and software selection.
- identifying and exploiting business development opportunities.

Candidates, aged ideally 27-32, will have an impressive track record with a major marketing led organisation and offer:

- * A strong background in systems and business analysis with experience of project managing systems developments.
- * At least three years experience in the specification and development of marketing systems.
- * Experience in major systems development using 4GL's and relational databases for marketing and sales applications.
- * A proven ability to communicate and influence senior IT and marketing executives, together with a strong business awareness and the required drive and determination to succeed.

In addition to a highly competitive salary, they offer demanding client assignments in a challenging multi disciplinary environment where promotion is dependent on performance and merit.

To apply please write with details of your career, quoting reference ST0392 and indicating the names of any companies with whom you would not wish to hold discussions, to Ian Tomlinson, Management Consultancy Division, Douglas Llambras Associates Limited, 410 Strand, London WC2R 0NS.

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LONDON
071-836 9501

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061-236 1333

RECRUITMENT CONSULTANTS

COMPANY SECRETARY/SOLICITOR

c.£40,000 pa neg
Company Car
Executive Benefits

Chelmsford

Britvic Soft Drinks is a major force in the UK soft drinks industry, selling such well known national brands as Tango, Britvic Juices, Citrus Spring, Pepsi, 7UP, Canada Dry Mixers, Corona, Quosh, Idris, R. Whites and Shandy Bass. With a turnover of nearly £500 million pa, we are ideally placed to progress strongly in the expanding soft drinks market.

We now wish to recruit a Company Secretary/Solicitor to be based at our Head Office in Chelmsford. Reporting to the Purchasing, Legal and Estates Director, the successful candidate, in addition to Company Secretarial duties, will provide a legal advisory service and be responsible for an established professional staff covering administrative and estates management functions.

This position will be of interest if you wish to work in a dynamic fast-moving commercial environment. You will have at least seven years' experience as a qualified Solicitor being fully conversant with the Company Secretarial role as well as UK, EEC contract procedures, company, commercial and competition law, trade marks, property and insurance. You'll regard yourself as both a professional adviser and an adept manager, with the highest personal standards of written and verbal communication.

We are able to offer an attractive remuneration package with a salary negotiable c.£40,000 pa, a fully-expensed Company Car, a contributory Executive Pension and Life Assurance Scheme, Private Health Care Plan and participation in our Profit Share Scheme after qualifying service. As part of a major Group, Bass plc, future career opportunities are excellent.

Please write with career details to:

Mr R. M. Lee, Head of Human Resources
(Operations & Central Departments), Britvic Soft Drinks Limited, Britvic House, Broomfield Road, Chelmsford, Essex CM1 1TU

BRITVIC
soft drinks

INTERNATIONAL MARKETING MANAGER

cryptography solutions to data security problems

THAMES VALLEY BASE

c. £45,000 PLUS CAR

Our client, part of a leading international communications group, applies the results of the latest academic research in cryptography to produce state-of-the-art solutions to a variety of data security problems. Its VideoGuard™ conditional access technology for pay-TV has achieved success worldwide and there are several other products in development.

The Marketing Manager—by combining an understanding of the market and a thorough knowledge of product and technology—will be expected to convert sales leads into customers. He/she will have three regional managers in support.

Primary tasks include: establishing and determining potential and current customer needs; working with R&D in designing technical solutions; strategic assessment of targeted customers; education of the potential customer in the technology and the specific technical solution and the formulation of proposals and quotations.

The successful candidate should possess: a degree in Electrical Engineering, Computer Science or related field, a knowledge of digital communication systems in the IBM PC environment and a proven (five years minimum) record in sales and marketing.

The benefits package includes: four weeks holiday, plus statutory days, full family BUPA, life cover and flexible pension arrangements.

Please write with a full resume to Anne Lee, Assignment Administrator, at:

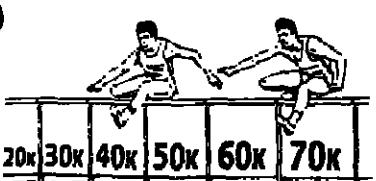


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CAPITAL MARKETS... RELATIONAL DATABASE... STRUCTURED SYSTEMS DEVELOPMENT...

If you're skilled in one or more of these areas,
an investment bank has an exceptional proposition...

To £35K + benefits - London

Our client is the Capital Markets Division of a major international investment bank - a consistently profitable player in a number of niche markets. In their strategy of ongoing investment in progressive systems architecture, they have embarked on the bespoke development of Capital Markets Trading and Settlements systems. This planned addition of further applications will cover treasury derivatives, bonds, equities and equity derivatives for both the front and back office environments. Now is the time when further strength must be added to the development group. This is split into small teams and demands individuals prepared to take early responsibility for a sizeable and visible part of the overall project and take it from analysis and user agreement through specification and coding to final implementation using "state of the art" technology. From Analyst Programmer to Team Leader level, the need is for graduates with at least a two-year track record of systems delivery and specific skills in one or more of these areas:

- Capital Markets Systems
- Relational Database

Ideally, but not necessarily, from an investment banking or management consultancy/software house environment, you will need a pragmatic approach and the ability to work shoulder to shoulder with the business. Your leadership qualities will be tested at every level through rapidly added responsibility, and there are real options for a move into the business/trading side. Salaries offered will be dependent on track record but our client is prepared to invest in the best. They come with a bonus package based on merit and profit, together with non-contributory pension and health insurance.

If you're certain you have what it takes to capitalise on these outstanding opportunities, please call our consultant Steve Clayton on 071-253 7172 during office hours or on 0860 666760 evenings and weekends. Alternatively, send your cv, quoting ref 469, to him at JM Management Services Limited, Chandos House, 12-14 Berry Street, London EC1V 0AQ. Fax 071-253 0420.

jm
1982
1992

Human Resource Manager Jeddah Saudi Arabia

Food Industry

Recognised in Saudi Arabia as a leader in its industrial sector, our client has reached this position by employing the most sophisticated management techniques and practices within all of its functions. Now poised for further growth by acquisition and start up, their clear objective is to be a leader of their industry throughout the Middle East.

Key to the company's commitment to growth is the development, implementation and maintenance of modern HR practices within all of its current and future operations. To achieve this the company now wishes to appoint a senior HR Manager to join their largely Saudi and UK management team.

The post will be suitable for candidates with more than ten years' experience in HR some of which, at least, must have been gained with large organisations respected for the quality of their management techniques and training.

up to £45,000 tax free

A 'personnel all rounder' with a broad array of skills, you must have highly developed written and oral communication abilities, be particularly articulate and conversant with modern HR practices. A degree and further qualification or IPM membership is anticipated.

The married status post will be for an initial contract period of two years but our client's clear intent in building a management team is for a longer term appointment. Experienced in employing UK management, the company has developed a comprehensive remuneration and benefits package including high tax free salary, annual management bonus, high quality accommodation, car, medical and educational allowances and fare paid home leaves.

For consideration please send your resume to Andrew Goobey at Moxon Dolphin Kerby Ltd., 178-202 Great Portland Street, London W1N 6JJ. Telephone: 071-631 4411, Fax: 071-636 5592.

MOXON · DOLPHIN · KERBY

INTERNATIONAL SEARCH & SELECTION

WORLD-WIDE TRAINING

Langley, Berks

neg to £35K

Interactive Language Teaching Ltd

is a new company created by 2 businessmen with 3 successful start-ups behind them, who have identified a niche market of world-wide potential. They are massively backed by the most substantial of financial institutions. My clients now wish to appoint an International Training Manager, whose prime tasks will be to train a world-wide network of national distributors to demonstrate and sell the product and to train corporate training departments to deliver it.

Key words for this appointment are worldly, resourceful, resilient, self-reliant, flexible and personable. Language skills (fluency in English and near-fluency in two major European languages) must be backed by multi-cultural and non-xenophobic attitudes. He or she will probably be a graduate and will certainly be an excellent communicator. Experience in training trainers would be useful, but a selling background might suit. Extensive travel necessary. Non-smoker. Age probably 28-35.

Salary negotiable to £35K. Fully expensed car. Usual benefits package will be introduced.

Please write, with relevant information, salary history and preferred languages for interview, to the consultant to the Board: David Macintosh, Macintosh Enterprises, 7 Dever Park, Windsor, Berks SL4 4BQ quoting Ref: DM/127.

M

Facilitate change through effective human resource management

COMPANIES HOUSE

Assistant Director - Personnel, Training and Quality

Salary range £26,000 to £28,000 plus benefits

With some 1200 staff in seven locations, Companies House holds the business records of over a million companies - an unrivalled wealth of up-to-date information which is available to the public and to commercial users. As an Executive Agency which has recently acquired Trading Fund status, Companies House is firmly committed to improving productivity, quality and range of services.

At the vanguard of these developments is an emerging Human Resource function dedicated to creating an environment which provides goal achievement and career development. As Assistant Director you will play a major role in the direction and motivation of a significant team, responsible for all aspects of personnel,

training, employee relations and the implementation of a total quality programme.

A Human Resource professional is sought who can bring significant experience and proactive ideas to this rapidly changing environment. You will have gained previous management experience, ideally but not necessarily in a public sector or production environment, and have been involved in change management. Expertise in pay systems is essential.

Besides real potential to make an individual impact on a fast developing organisation, you can expect a comprehensive range of valuable benefits including relocation assistance, where appropriate, to the Cardiff area.

Candidates should write with career details, in complete confidence, to our advising consultant, Terry Toms at Executive Network Consultants Ltd, 125 High Holborn, London WC1V 6QA. Tel: 071-242 2010. Fax: 071-430 2557.

Companies House is an Equal Opportunities Employer

Executive
NETWORK

East Anglia

c. £50,000 + benefits

General Manager

A challenging opportunity for an exceptional individual to move into Cable Television

Our client is a key service provider in the fast developing arena of cable television. Backed by the commitment and resources of a major international corporation, they have seized the opportunity created by recent telecommunications deregulation in the UK. Founded just two years ago, growth has been rapid, with significant future potential. Currently focusing on market penetration, their future success will be achieved through outstanding levels of customer service.

They now seek a General Manager, reporting to the Director of Operations, to take responsibility for one of their systems in East Anglia. You will be responsible for Sales, Marketing, Customer Service and Technical Support, initiating and managing the implementation of programmes to achieve challenging growth objectives.

Your background need not be in the cable television industry. However, you must have an outstanding sales management or customer service management track record, obtained within a high calibre service organisation. Other essentials include strong leadership, interpersonal and analytical skills, combined with financial literacy. You should ideally possess a good degree and possibly an MBA.

This opportunity offers the right individual general management responsibility and, through application of entrepreneurial flair, long term career progression within one of the most dynamic and exciting high growth sectors.

Please send or fax your CV to Goodman Graham & Associates, at the address below, quoting reference number 4200.

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AND ASSOCIATES

8 Beaumont Gate, Shenley Hill, Radlett, Herts WD7 7AR.
Telephone: 0923 855515. Fax: 0923 854791

London

Excellent package + benefits

Retail Divisional Director

Lead the growth of a Retail Revolution

PC World is an entirely new concept in UK retailing. Launched in 1991 as the UK's first Computer Superstore selling PCs and related products, we are key to the business strategy of

PCWORLD
THE COMPUTER SUPERSTORE

our parent Vision Technology Group. This highly visible initiative has further strengthened Vision Technology's premier position as Europe's largest computer mail order supplier.

We are now poised to repeat this high profile and successful breakthrough in retailing with plans to open three additional Superstores in London by year end, and require an exceptional individual to make this happen. Reporting to the Chairman, you will head up PC World's management team, covering store operations, marketing, merchandising, technical services and store development. Your primary brief will be to lead the rapid rollout of these key outlets, and put in place the people, logistics and information systems to manage the

day to day business operation. You will play a major role in developing the longer term strategic plan, and will have prime responsibility for its implementation.

This is an enormous challenge. The right individual must have a successful track record managing a multi-site high volume and high value retail operation. This will have included hands-on experience of retail logistics and retail information systems, and ideally experience of rolling out a retail chain. Knowledge of PCs and peripherals would be useful, but is not essential. You will also need strong planning and organisational expertise and thrive in an entrepreneurial and high pressure environment.

This is a rare opportunity in the current climate. To apply, contact our advising consultants Goodman Graham & Associates, at the address below, quoting reference number 4100.

GOODMAN GRAHAM
AND ASSOCIATES

8 Beaumont Gate, Shenley Hill, Radlett, Herts WD7 7AR.
Telephone: 0923 855515. Fax: 0923 854791

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Product Managers

To £35,000 + Car

Maidenhead

Product excellence, innovation and commitment to service are the driving forces behind Northern Telecom Europe's growing market share. This exceptional business growth enables us to offer ambitious Product Managers new and challenging opportunities.

Voice Processing

Your key focus will be on advanced voice processing systems and application software to address the business communications market. In particular:

- Voice Mail and Messaging
- Voice Recognition and Response

Ref: 1340

PABX

Your key focus will be on core PABX features and services. In particular:

- Networking
- ISDN

Ref: 1342

The roles are demanding. Working as the effective link between the Sales Account team and the Development groups, you will use your technical knowledge, persuasive communications skills and tenacity to translate customer requirements into action and reality.

To succeed in these high profile roles, you will be a graduate with at least five years' experience in a digital switching environment, with in-depth technical knowledge of switching hardware or software applications. In addition, you will demonstrate a thorough understanding of the UK market in terms of commercial issues and technology.

For further information, send or fax your CV to our advising consultants Goodman Graham & Associates, quoting the appropriate reference number, at 8 Beaumont Gate, Shenley Hill, Radlett, Herts WD7 7AR. Tel: 0923 855515. Fax: 0923 854791.

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Berkshire.

Oracle leads the field in quality and technical innovation. Our recent focus on third party channels is a major new initiative and we are now setting up a top level team of seasoned I.T. professionals. The challenge is to position Oracle as the strategic business partner for the "Big Six" Management Consultancies and major Software Houses as a channel to end users.

You must have:

- Hands-on Consultancy experience with a leading Management Consultancy, Software House or Hardware Manufacturer.
- A deep understanding of the business decision making process for I.T.
- The ability to present technical solutions at the most senior levels.
- A commitment to the highest standards.
- Proven account and resource management skills.

As a self-starter, you will provide a key link between Oracle and these significant business partners. This is a truly unique opportunity to influence the development of a dynamic international business and to build your own personal reputation.

We are determined to recruit the best and offer realistic on target earnings of £70,000 including a basic salary in excess of £30,000pa. Benefits include a car, private health cover, stock purchase plan and pension scheme.

For an initial confidential discussion, please telephone today, Sunday, on 081-993 3082 between 4 and 6pm.

Alternatively please post or fax your c.v. to our advising consultants, Goodman Graham & Associates, 8 Beaumont Gate, Shenley Hill, Radlett, Herts WD7 7AR. Tel: 0923 855515. Fax: 0923 854791. Please quote ref: 3900.

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National Accounts Manager Automotive Aftermarket

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Our client - a member of a multi national group - is a market leader in a vibrant, fast moving sector of the UK automotive aftermarket. This new appointment arises from a major initiative designed to substantially increase the company's overall market penetration.

You will be given total responsibility for this key segment of the UK market. The challenge will be to provide the highest standards of service to existing accounts whilst actively developing further prospective business opportunities in this highly competitive environment.

Probably in your 30s and educated to degree level you will have significant experience of the

national accounts role preferably in varying product areas of the total FMCG sector. Management ability, a high degree of commercial acumen and self motivation are the essential personal qualities. A second European language will be an advantage.

Salary - to include an element of bonus - as indicated; the comprehensive benefits package includes assistance with relocation expenses, where appropriate. Promotional prospects are excellent.

Please write - in confidence - to A L Brown, Ref: 62217, MSL Group Limited, Ebor Court, Westgate, Leeds LS1 4ND.

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Outstanding opportunities to use your experience in a dynamic environment

Goodman Graham is the UK's premier consultancy focusing on resourcing in IT, telecommunications and related sectors. Working in partnership with senior client executives at both major blue chip corporations and fast growth, niche specialists, we conduct assignments ranging from top management executive search to middle management and specialist selection across all functions. We are in the process of developing what we believe is a unique firm, committed to providing outstanding service to our clients, and creating an exceptional environment for our people.

We are looking for outstanding individuals to join us as consultants. In order to maintain and enhance the quality of the firm we are highly selective: you should be a graduate, aged mid 20's to early 30's, with a sound understanding of the key issues facing the industry sectors we serve: essential attributes

include strength in problem solving; enthusiasm for teamwork; highly effective communications skills; a demonstrated ability to build client relationships, and the ability to get things done in an unstructured environment. A knowledge of a second European language is highly desirable.

We offer in return an exceptional opportunity: consultants are given real responsibility early on, and are soon working with client executives at different levels across a range of organisations. Compensation packages reflect the importance of the role and prospects for career advancement are limited only by your ability. We pay significant attention to training, feedback and personal development, and offer increasing opportunities to work across Europe.

If you are interested in this opportunity send or fax your CV to Abigail Risidore, Director at the address below, quoting reference AR2.

GOODMAN GRAHAM
AND ASSOCIATES

8 Beaumont Gate, Shenley Hill, Radlett, Herts WD7 7AR.
Telephone: 0923 855515. Fax: 0923 854791

STRATEGY CONSULTANTS

If you have already enjoyed significant success in a general management or business development role and are looking for new challenges, our Strategy Division is keen to hear from you. Candidates are likely to be in their thirties with a good first degree in science or engineering and probably an MBA. Your business career should have included, for example, experience of the management of R&D, the development of marketing strategies and the creation and management of new ventures.

RESEARCH ANALYSTS

We are also recruiting additional research staff to support the work of the Strategy Division. Candidates must have a good first degree in science, together with fluency in German and one other European language. Prior experience of this kind of work and excellent communications skills are essential.

The Technology Partnership is a young and vigorous technology based consulting company, working for leading industrial corporations in Europe, North America and Japan, both as an adviser on issues such as diversification and R&D strategy and on the development of innovative products.

The level of reward and benefits offered will not be a problem for the right people. If you can meet the challenge, then send your CV to Ms Kim Nicholson, at:

THE TECHNOLOGY PARTNERSHIP LTD, Melbourne Science Park,
Cambridge Road, Melbourne, Royston, Herts. SG8 6EE.

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The Motor Industry Research Unit is seeking an analyst to augment its consultancy team. Detailed knowledge of powertrains and commercial vehicles would be an advantage.

Salary commensurate with experience

Please forward your letter of application and curriculum vitae to:

Jonathan Storey, Project Manager,
Motor Industry Research Unit Ltd,
2 Dove Street, Norwich, NR2 1DE

DIRECTORS/MANAGERS

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Managing Director

Offshore Engineering

c.£45,000 + Bonus + Car

Aberdeen

Key business development and general management role to lead and expand the offshore engineering activities of this well regarded, privately owned British group.

THE ORGANISATION

- Subsidiary of long established and highly profitable group.
- Provides offshore engineering design service to oil industry.
- Turnover c.£5m, staff of 100. Blue chip client base, reputation for quality, looking to grow substantially its area of operations.

THE POSITION

- Take full responsibility for the leadership and profitable growth of the company.
- Key task to raise the market profile, identify and develop new business opportunities, and build revenue base.

- Brief to bring added value to their range of services.

QUALIFICATIONS

- Aged 35-45 with engineering degree. Thorough understanding of offshore contracting industry. Relevant contacts with key oil company players/decision makers.
- Demonstrable track record in business development in a technical environment. Strong general management skills. Previous P & I experience desirable.
- Commercially aware, resourceful, with confidence and gravitas. Ability to operate at senior levels.

Please write, enclosing full cv, Ref RL07-44
24 Carden Place, Aberdeen, AB1 1UQ

SELECTED N

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Group Health, Safety & Environmental Advisor

Excellent Package

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An influential new appointment at the centre of one of the UK's foremost industrial p.lcs. In partnership with operating companies, develop and implement best practice policies and procedures at home and abroad.

THE COMPANY

- T&N is a world leader in high quality materials and components for industrial, engineering and automotive sectors.
- £1.5bn turnover, 40,000 employees worldwide.
- Committed to health and safety, safe products, the environment.

THE POSITION

- Develop group H&S and environmental policy and procedures. Report to Director-Personnel.
- Provide guidance on all legislation to operating companies.

- Monitor the maintenance of standards and programmes, including training.

QUALIFICATIONS

- Graduate calibre, technical discipline, major industrial manufacturing experience.
- Background of development and implementation of H&S and environmental policies and practices.
- Persuasive with good presence, allied to strong inter-personal skills, maturity and drive.

Please write, enclosing full cv, Ref ML0858
Courthill House, Water Lane, Wilmslow,
Cheshire, SK9 5AP

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National Account Managers

Consumer Electronics

c.£40,000 Package + Car

Southern England

New consumer business requires two exceptional professionals to win, manage and develop major accounts with High Street multiples.

THE COMPANY

- Well established market leader in business to business sales. Multi-million pound investment programme.
- Targeting rapid growth in UK consumer marketplace.
- Dynamic culture, committed to quality.

THE POSITION

- Full responsibility for the negotiation, signing and development of key retail national accounts.
- Agree pricing, plan and manage field support and merchandising.

- Forecast business. Monitor accounts' performance. Report to National Sales manager.

QUALIFICATIONS

- Demonstrable success in key account winning and development. Ideally, experience of consumer facing multiples.
- Consumer electronics expertise an advantage. Aged 28-40, graduate calibre, blue chip background.
- Top class communication and presentation skills. Strong negotiator and account manager. Flexible, hands-on, committed and energetic.

Please write, enclosing full cv, Ref SL0965
7 Shaftesbury Court, Chalvey Park,
Slough, SL1 2ER

SELECTED N

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Commercial Opportunity for Young Engineer in Oil & Gas

Highly competitive package + Car

London

Excellent opportunity for young engineer to develop commercial/negotiations skills with this highly successful operator.

THE COMPANY

- UK subsidiary of a leading international exploration and production company.
- Extensive operated interests in the UK sector, with further developments underway.
- Highly regarded for their aggressive approach to the market.

THE POSITION

- Key role in Commercial Group which is involved in:
 - Gas sales and transportation projects.
 - Analysis of market trends, utilising computer modelling.
 - Handling negotiations with customers and users of transportation facilities.

QUALIFICATIONS

- Age 28-35, bright engineering or economics graduate. Familiar with economic analysis and modelling.
- Minimum 6 years experience, preferably with operating company, in petroleum, chemical, process or facilities engineering; alternatively in commercial discipline.
- Initial exposure to commercial negotiations important; good communicator, assertive, pragmatic.

Please reply in writing, enclosing full cv.
Reference L0962
54 Jermyn Street, London, SW1Y 6LX

SELECTED N

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With a turnover in excess of £30m and a workforce of around 1,000, this service-orientated organisation comprises a number of diverse business units.

BUSINESS ACCOUNTANT

A high profile role in strategic financial management. Excellent Negotiable Package. South Coast

Sweeping organisational changes have created an unrivalled opportunity for an experienced business accountant to provide independent financial, systems and business management advice.

An ambitious, qualified accountant with highly developed business acumen, you will have experience of influencing commercial change at a senior level, through the implementation of sound financial management information systems.

Your analysis and interpretation of business trends will have shaped strategic planning and organisational growth within a highly competitive environment.

To find out more about this unique opportunity and the excellent benefits package on offer, telephone our Consultant, Caroline Richings on 0276 51410 (office hours) or 081 691 2585 (evenings/weekends). Alternatively write to her at Austin Knight Recruitment, Knightway House, Park Street, London Road, Bagshot, Surrey, GU19 5AQ. Please quote reference YS820.

Austin Knight ADVERTISING • RECRUITMENT • COMMUNICATIONS

Accounting and Administration Manager

A key onshore role for a major offshore operation

Humberside

Internal promotion creates an opportunity for an enthusiastic and dedicated qualified accountant to head the Finance Department at our Field Management and Support Base at Eastington, North Humberside. The Eastington Base controls the operation of the Rough Field, which is the world's largest offshore gas storage reservoir, together with the still developing Amethyst Field.

This is a senior role in which you will operate with considerable autonomy, ensuring that all expenditure complies with statutory and internal controls, and that plans are carried out within budget restraints. You will also be responsible for the development of administration procedures and for the provision of all house services, including communications and staff support.

Regular liaison on all aspects of financial management, both with colleagues on and offshore and at our headquarters at Reading, will be a key part of your role and therefore demands a highly motivated person, with extensive management experience who is prepared to be actively mobile.

This is an excellent opportunity to join a fast expanding division of British Gas.

Salary, in the range £26,000 to £31,000, is supported by an excellent benefits package including car, profit sharing and shareave schemes, 31 days' holiday, pension and generous relocation assistance where appropriate.

Please write, quoting reference E5P/12734/ST, to Alison Berkley, British Gas plc, Exploration and Production, 100 Thames Valley Park Drive, Reading, Berks RG6 1PT. Telephone: 0734 292702. Closing date for receipt of applications 16 March 1992.

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British Gas

The Queen Elizabeth II Conference Centre is one of the UK's leading national and international conference venues and has been voted 'Best UK Conference Centre' for the past 4 years. A large and expanding portfolio of blue chip private sector and Government department clients have discovered, first-hand, how our exacting service standards and wide ranging facilities can meet their precise presentation requirements.

The following appointment represents a rare opportunity to play a key role in the further development and management of this exciting business.

Business Manager

SALARY UP TO £40,000 WESTMINSTER

Preparing, implementing and co-ordinating business strategies for the promotion and operation of the Centre will be your main tasks. This will encompass total line management and budgetary responsibility for all marketing and sales activities, event co-ordination and house management functions which collectively involve a staff of approximately 21. You will also exercise overall supervision of all contractor support services provided for catering, cleaning and portage.

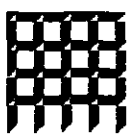
You will be an accomplished marketing professional with good analytical and numerical skills. An ability to think strategically and creatively should be supported by the drive and personality to achieve your objectives in a highly competitive market place. This must be demonstrated by a proven track record of senior management responsibility, ideally gained within a profitable service industry. Experience and knowledge of the meetings industry will be a distinct advantage.

Acquiring new business in Europe and North America calls for excellent communication

skills combined with a flexible and innovative approach. Fluency in either French or German would be a useful asset. Your managerial responsibilities require a keen team player attitude enabling you to achieve a strong commitment from your staff to ensure that our high operating standards and customer care programme can be fully maintained.

The appointment will be for a period of 3 years initially but may subsequently be extended, subject to satisfactory performance. The minimum salary (excluding London Weighting) will be £29,189 with a maximum in excess of £40,000. Entry salary will be commensurate with qualifications and experience and the top end of the salary range will be considered only for an exceptional applicant.

For further information and an application form to be returned by 13th March 1992 write to: Recruitment & Assessment Services, Alencon Link, Basingstoke, Hampshire RG21 1JD or telephone Basingstoke (0256) 468551, or fax Basingstoke (0256) 948660. Please quote Ref: B/1522/92



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Successful candidates should be:

- Aged between 35 and 45 years

- Possess outstanding technical acumen
- Have strong management and presentation skills
- Be fully knowledgeable of the X25, Frame-Relay, Voice, X400 technologies' applications and products
- Have in-depth knowledge of the role of telecommunications in business environments
- Possess a related engineering degree, 2:1 or above

For further details please send your CV quoting reference no. 92/ME to: TCS Confidential Reply Service, 35 Garway Road, London W2 4QF.

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The companies sell and carry out a range of professional recruitment services including executive search, advertising selection and file search. This group is notable for its total commitment to quality service and to training and developing its Recruitment Consultants.

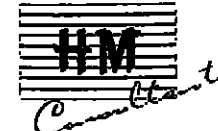
The group continues to pursue an aggressive acquisition and organic growth strategy and as a result key management opportunities exist for individuals with:

- An excellent track record in recruitment, preferably search & selection
- Excellent man-management experience
- Aged ideally 28-45 years
- Degree standard education

The successful applicants will join an established management team and will work within a highly successful and progressive organisation.

In return we offer high basic salaries, an excellent bonus scheme, company pension, free health and life cover and quality car.

To apply in total confidence, please telephone Helen Stylianou, HM Consultants, today and evenings on 071 603 0696 or during office hours on 071 833 2272. Alternatively please write to HM Consultants, 170 Barnsbury Road, London N1 0ER.



ITY for
& Gas

Senior Business Systems Analysts

Chesterfield
up to £27k + car
+ benefits

The Royal Mail is a large, multi-disciplined organisation, committed to providing an efficient, quality service using the latest state of the art technology. They have ambitious plans for the future and are currently seeking Senior Business Systems Analysts to operate within this fast paced environment. A wide ranging role, your brief will be to ensure the efficient and cost effective management of a variety of IS/IT projects. Supported by a team of analysts, you will have total involvement at all stages of the system development life cycle, from initiation through to implementation and roll out.

Applicants should be educated to degree level, with extensive large scale project management experience and a thorough knowledge of structured analysis methods. The ability to motivate staff and liaise effectively at all levels is essential for success in this high profile position. This is an outstanding opportunity to progress your career and to make a considerable contribution to the Royal Mail's long term IT objectives. In return we offer an excellent remuneration and benefits package, commensurate with a large company.

To apply, please send a detailed CV with work/home telephone numbers, quoting Ref: 02/326, to our recruitment consultants,

L.J. Associates,
12 Celbridge Mews,
Porchester Road,
London W2 6EU.
071-243 1888.



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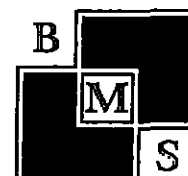
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- identifying and developing significant new client opportunities
- building and enhancing existing client relationships
- ensuring the delivery of high quality business solutions.

The successful candidate is likely to be a business winner aged at least 30, with a degree or equivalent qualification, excellent commercial, technical and personal skills, and proven ability to operate at board level.

Attitude and leadership skills are essential. If you are looking to realise your true potential in a challenging, rewarding and supportive environment, please write to Sarah Firth at the address below, enclosing your CV plus a one page summary telling us why we should talk to you.



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Connaught-Mainland

East Midlands Up to £40,000 + Car Export Sales Manager

Our client is a profitable, strongly growing merchant converter. The company sells mainly elastomeric specialty fabrics to the highly fashion-conscious ladies' swim, leisure and fashionwear markets in Europe. Its further growth now needs an Export Sales Manager who will report to the directors, further develop penetration of existing markets and open others further afield.

The business has been built on ideas, creativity and service, and is conducted via a network of independent agents whose continued motivation and dedication are basic requirements.

The successful candidate will therefore be a determined export professional happy to spend up to 6 months each year overseas.

Probably aged early 30s upwards, the incumbent will be both well-qualified and personable, but whilst detailed experience of the ladies' fashion and textile industries would be very useful it is not absolutely vital. Fluency in German and adequacy in one other European language, (French or Spanish) however, is.

The performance of anyone joining must justify a benefits package which will include pension and profit share.

Letters of application, together with C.V., salary progression and any other relevant data, should be sent without delay to the Managing Director, Performance Management Limited, 3rd Floor, Waterloo House, 20 Waterloo Street, Birmingham B3 5TF quoting reference P184.



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B A R C L A Y S L I F E

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On joining, you will be attached to one of our branches and have access to a large customer base and the backing of the Barclays name. Nevertheless you will also be fully prepared to develop your own contacts independently.

So if you think you've got what it takes, can drive and have the use of a car, call us on 0800 585388 and quote reference number T2C053. We'll then arrange for you to find out more at one of our Seminars.

We have vacancies nationwide but particularly need extra

recruits in these areas:

London and Home Counties, Gloucester, Stoke, South Birmingham, Cambridge, Kings Lynn, North and South Humberside, Blackpool, North Liverpool, Luton, Bolton, Maidstone, South Wales, Weymouth, Isle of Wight, Bournemouth, Llandudnod, Wells, Oxford, Cumbria, Glasgow and Brighton.

Barclays Life is an equal opportunities employer. All Barclays employees must comply with the high standards set in our ethical and company Code of Practice.

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Key Role in International Healthcare Delivery Company

We are looking for an MBA or Masters in Public Health to play a key role in the company's development. You will have a minimum of two years' experience in the healthcare field. As a result you will be able to demonstrate knowledge of the dynamics of the UK and preferably also the European healthcare delivery markets.

This is a ground floor opportunity. A sound, business-based track record is a must, together with an entrepreneurial attitude. You will be working to tight deadlines to help launch the service in several markets, reporting directly to the CEO, based in London. Salary will reflect your contribution and experience.

Applications in the first instance to: Shuna Kennedy, The Marketing Department, 31, Kensington Church St, London W8 4LL. Tel 071 376 2711. Fax 071 937 1792.



Mount Vernon Hospital

Rickmansworth Road, Northwood,
Middlesex HA6 2RN

Financial Accountant

Salary Circa £20,000

Applications are invited for this new managerial post within a rapidly changing environment offering the chance to combine financial control with systems development.

The successful applicant will be a CCAB qualified accountant or finalist, who can demonstrate the appropriate professional experience and has a proven track record of both man and change management.

Previous NHS experience is not essential.

Application by CV to the Human Resources Department at the above address by 20th March 1992.

Mount Vernon Hospital NHS Trust
Working Towards Equal Opportunities

CUSTOMER CARE TRAINING

HERTFORDSHIRE

Nissan Motor (GB) is the newly formed company which has been established to import, distribute, sell and service Nissan vehicles in Great Britain. We currently have over 160 dealerships with plans for at least another 100 by the end of the year.

We are committed to achieving customer satisfaction through Customer Care and are embarking on an ambitious training programme for our employees and all staff of the new Nissan dealerships.

As a result, we now have a requirement for specialists to join our Customer Care Training Team based at our new headquarters in Rickmansworth.

TRAINING MANAGER

Salary c.£30K + Lease Car

Reporting to the Customer Care Manager, you will be responsible for planning, development and facilitation of Customer Care training initiatives both for headquarters and dealer staff. In addition, you will evaluate the effectiveness of training and identify and develop new initiatives to ensure pursuit of Customer Care in a dynamic environment. Preferably aged between 30-40, you will have experience of team leadership in the automotive industry. Ref: CCTAM.

TRAINING CONTROLLERS

Salary c.£20K + O/T

Reporting to the Training Manager, you will be responsible for the development and facilitation of Customer Care training for both headquarters and dealer staff, together with the evaluation of

effectiveness of training. Preferably aged between 25-35, you will be a good team worker, positive and non-aggressive. Ref: CCTC.

These posts require proven persuasive and facilitation skills and the ability to establish credibility at all levels.

For those chosen to meet these challenges, future prospects with Nissan are excellent, committed as we are to developing the abilities of all our employees. As well as an attractive salary and contributory pension scheme, we are offering 25 days holiday and relocation assistance, as appropriate.

If you have relevant automotive or service industry experience and think you can meet our high standards, please send a comprehensive CV, including details of your current salary and benefits package, quoting the appropriate reference to:

Anna Vassallo, Personnel & General Affairs Department, Nissan Motor (GB) Limited, The Rivers Office Park, Denham Way, Maple Cross, Rickmansworth, Herts. WD3 2YS.

We are an equal opportunities employer.

NISSAN

NISSAN MOTOR (GB) LIMITED

COMPUTER SALES PROFESSIONALS

DISTRIBUTED OPEN SOLUTIONS

Target earnings c. £50,000 + 2 litre car

Watford and Manchester

SyFA Data Systems plc is a well established and profitable systems integrator with a wide client portfolio, including a number of blue chip companies. They have an excellent reputation, particularly in the distribution systems market place, and a flexible, innovative organisation style reflected by their flat management structure.

Their product strategy has been developed around major international corporations. Hardware partners include Motorola, Fujitsu and Gandalf, which adds testimony to the Company's marketing focus. They also have partnership agreements with independent software vendors and their own specialist software products, including an EIS suite built upon UNIFLEX.

Three outstanding sales opportunities have now arisen, based in their

Watford and Manchester locations. These embrace new business, a mix of new business and base accounts, and a senior business development/account management role specialising in the food distribution sector.

These positions call for experienced and successful computer sales professionals. Good and enthusiastic lateral thinkers who have an excellent history of sales success (preferably UNIX based) within the distribution vertical market, within a software house, systems integrator, or manufacturer will find a combination of challenge, reward and personal development at this most exciting stage of the Company's marketing plans.

For further details, please call Jeff Walton, the retained advising consultant, on 061-833 0846 (24 hour answering service) or today, Sunday, at home on 0925 754552 between 11.00 a.m. and 7.30 p.m. Alternatively, please fax your CV on 061-834 9120 or write to Interface's Manchester offices quoting reference number 92190. Interviews will be held in both London and Manchester.

SyFA

INTERFACE

INTERFACE EXECUTIVE RESOURCES LTD
Scotts Head House, 26 Peter Street,
Manchester M2 5GD.
Tel: 061-833 0846. Fax: 061-834 9120

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The future's looking good. Our strategy is in place but there's plenty of scope to make things happen. As a Buyer within our Home Division you'll work closely with a Merchandiser, and face the challenge of building the cohesive, high quality product ranges which will satisfy the demands of our discerning customer - and set new trends - through the nineties and beyond.

To meet our demands, we'll rely greatly on your commercial judgment, your progressive thinking, your ability to source innovative products and

successfully manage relationships with stores, suppliers and colleagues alike. For you, that means a high level of accountability, plus the opportunity to express your ideas, develop your skills and progress your career.

As you're expected to hit the ground running, you'll clearly need experience of buying quality home merchandise with a large multiple retailer. The attractive salary we offer will reflect both the level of that experience and the strength of your personal qualities. In addition, there's a generous benefits package. And, of course, a quality car.

To apply, in complete confidence, please write with full career details to the Buying and Merchandising Division of Talisman Retail, Dorland House, 14-16 Regent Street, London SW17 4PH.

Alternatively, telephone 071-925 0848, during office hours, quoting HB/0392.

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P.O. BOX 484, VIRGINIA ST, LONDON, E1 9DD

OPERATIONS DIRECTOR

East Midlands c.£45,000, car

This multi-site business, a division of a highly expansive plc, is engaged in the manufacture of a wide range of packaging products. It has ambitious development plans via acquisition and organic growth, both in the UK and across Europe. In consequence, the need has arisen to make an additional Board appointment, an Operations Director reporting to the Managing Director, whose prime tasks will be to manage and lead five businesses, maximise the benefits of a substantial capital investment programme, achieve additional profit objectives, and consolidate new acquisitions. This general management role requires considerable leadership and skill. Aged 35-45, candidates will probably have an engineering degree and possibly an MBA, with a manufacturing or general management background in multi-site, high volume manufacturing or process industry companies. Intimate knowledge of packaging is not essential, the client seeks a high calibre individual with the necessary headroom to grasp the many challenges involved. The benefits package reflects the seniority of the position and the prospects are very real. Please forward in absolute confidence a full curriculum vitae to Adderley Featherstone plc, 6 Lisbon Square, Leeds LS1 4LY. Tel: 0532 444074. Fax: 0532 451578.

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HEAD OF HUMAN RESOURCES

West Yorkshire to £40,000, car

This is a critical appointment, reporting to a Managing Director who attaches considerable importance to the personnel function. The client is a major supplier to the printing industry and a division of a substantial international group. It is autonomous, has 3 sites, 700 employees, a single union and is developing organically in worldwide markets. The Management of Change is not a cliché with regard to this very full HR role. Particular emphasis will be placed on team building, training and development and employee relations. There is a small team of young, well-qualified support staff. A mature, commercially oriented, personnel professional of the highest calibre is required. Aged 38+, candidates should be graduate, professionally qualified, comfortable in the boardroom and have substantial experience in a fast-moving manufacturing environment, where total quality management and innovation are the norms. The breadth of the role and prospects are attractive and the benefits package is comprehensive, including bonus potential. Please forward in absolute confidence a full curriculum vitae to Adderley Featherstone plc, 6 Lisbon Square, Leeds LS1 4LY. Tel: 0532 444074. Fax: 0532 451578.

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"If you share in the challenges, you will share in the future"

COMPUTER SALES EXECUTIVES

OTE
c.£45,000
+ Car

Unrivalled
Product Range

Locations
North East
South East
South West
East Midlands

Our Client is a rapidly growing Systems House which has built an enviable reputation by developing a range of turnkey systems of the highest quality, based on IBM and compatible Personal Computers. They are acknowledged as a market leader in their chosen field and their current base covers a wide range of business sectors, including many blue chip companies throughout the country.

They are now entering an exciting and significant phase of expansion and in order to increase their market domination in a dynamic and competitive environment, they are seeking highly competent Sales Executives.

Candidates should be able to think conceptually, communicate effectively, and have a successful background in computer solutions sales. Above all you should have the proven ability to win new business and manage those opportunities with confidence and maturity.

Energy, commitment and a desire to succeed are pre-requisites for these outstanding career opportunities.

Interview arrangements are being made immediately, so contact in the strictest confidence our Advising Consultant, Richard Champion today on 0562 884166 between 2.00 p.m. and 6.00 p.m., or during office hours on 0562 883898 (24 hour answering service). Alternatively, please submit a Curriculum Vitae to Richard Champion, to the address below.

Champion & Partners Ltd.,
Palladium House, 141 Worcester Road, Hagley,
West Midlands DY8 0NW
Telephone: (0562) 883898. Fax: (0562) 885941.

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In a dull economic environment, this opportunity shines out like a beacon. Our client is the market leader in an expanding and fast-moving (non-financial) service industry. Part of a major British "blue chip" group, it has great financial stability from an outstanding growth record, achieved through a combination of acquisition and self-generated development.

The next decade will be exciting for the company, and to achieve the continuing planned growth and expansion, additional top-grade Business Managers are to be appointed. Each Manager will take full financial responsibility for a geographic sector of the business.

You will be a sales-driven, profit-motivated entrepreneur, of graduate calibre and with a proven record of commercial success. Your experience need not necessarily have been gained within a sector of the service industry, but you will understand that "Quality" is preferable to "Quantity". Your man-management skills must be of the highest calibre, and will complement your financial and commercial awareness, as will your interpersonal skills.

In return, you will be offered one of the best business opportunities of the 1990's, with an excellent compensation and benefits package. This will include high basic salary, an "open" bonus system, incentive share participation scheme, executive car, pension and healthcare cover. There will also be significant opportunities for career progression.

Written applications only, will be accepted up to March 14th; preliminary interviews will take place week commencing March 16th, and final interviews will take place week commencing March 23rd. The appointments will take effect on May 1st.

Please send comprehensive, but concise career and personal details to:
Philip James, CAL Consultants Limited, Bury Mead Road, Hitchin, Hertfordshire SG5 1RT.

Sales Director Computerised Instrumentation

Manchester

Package c£40,000*, Car

The exceptional level of technical expertise supplemented by close academic links has enabled this systems provider to confidently predict ongoing 100% compound growth with this new appointment. By taking total responsibility for providing unique software and hardware system solutions to demanding deadlines, the company has cultivated close relationships with substantial customers in the nuclear, automotive and petrochemical industries. Working with the highly capable management team to provide the strategic and tactical marketing plans, responsibility will be for broadening and further penetrating the customer base and securing significant contracts with favourable terms.

A science/engineering graduate with knowledge of the software lifecycle and ideally safety related software, you should have successfully led a team selling a bespoke product or service and have senior level contacts for a wide customer profile. You will enjoy freedom to perform with strong financial and technical support in this particularly dynamic and progressive company. Please quote ref. (ST 636F).

* Not a limit - performance will be fully rewarded.

A team member position of ACCOUNT MANAGER exists for those who have the calibre to progress to the above level in time. Please quote ref. (ST 637F).

Candidates should send a comprehensive c.v. or telephone for an application form to Howgate Sable & Partners, Arkwright House, Parsonage Gardens, Manchester, M3 2LF. Tel: 061-839 2000 quoting appropriate reference.

Howgate Sable

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Builder/manager of financial service businesses seeks suitable position, based in London. 25 years international experience with concentration in Europe/US. Focus on consumer/investment banking in strategy formulation, acquisition, restructuring, divestiture and management of regionally-oriented financial service organisations. (Harvard MBA).

Reply to Box No. 7599

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An entrepreneurial, German based, bilingual (English/German) senior executive with 20 years experience in quality consumer distribution and retailing for prestige UK and European companies, seeks an exciting new challenge. * Widely travelled and charismatic * Will relocate if required * Contract work or time frame projects considered.

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GERMANY & FORMER EAST BLOCK

General manager, ex-marketing and production director. German speaker, MBA, etc. Acquisition, joint venture, startup, and profit improvement project management experience in Europe, Far East and USA. Now based in Germany. Seeks international financial management, project management, and consulting assignments.

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Young Freelance Accountant (30), wishes for opportunities to work with professionals in the fields of corporate recovery, insolvency and management consultancy. Other interests of M&A, investigations etc. Looking for different experience with specialist practitioners. 15 years experience with small/medium sized companies. Practical, common-sense, hands-on approach. Loads of ideas and enthusiasm. Peterborough/East Midlands based, 45 minutes from London. Totally flexible as to assignment, location and timescale. Tel: 0778 570 865 Fax: 0775 762 023.

FEMALE OXFORD GRADUATE

23. 2.1 Modern history. V&A Fine Arts Diploma. seeks interesting and rewarding post. Museum, curatorial, arts, research, or similar. Any location.

Please Reply to Box No 7590

RESOURCEFUL PROFESSIONAL

Well presented and experienced Australian graduate, 28 years old, with established organisational abilities and communication skills seeks permanent position. My flexibility and enthusiasm would be an asset to your firm.

Phone 081-998 1321. Susan
Serious offers only

HELP ME ESCAPE FROM CITY INSTITUTIONALISATION!

Very presentable 27 year old graduate with high calibre City experience, adept at dealing with people from board level to blue collar, good knowledge of the insurance industry, with an entrepreneurial business background, is seeking a challenging, interesting and rewarding change in her career.

Please reply asap to Box No 7613

GERMAN PROGRAMMER/analyst of a medium sized PLC, well experienced in handling revision conditions successfully, is looking for new opportunities and challenges. I am a qualified Chartered Accountant and an MBA. Reply to Box No 7606

GENERAL APPOINTMENTS

ASSISTANT COMPANY SECRETARY

c£25K + Benefits. The City

Our client, a medium sized international company, is now looking for an efficient Assistant Company Secretary. Reporting directly to the Group Company Secretary, your brief will range from taking general minutes to preparing agendas and papers for Board meetings and producing final reports.

Previous experience in these areas is vital, together with a confident personality and a genuine desire to work in an international environment. An LLB/CICS qualification is also essential and computer literacy would be a definite advantage.

In return our client is offering a range of benefits which include non-contributory pension, life assurance and free private health care.

Please send full CV, quoting reference 467 to: T. L. Roberts, Director, Associates in Advertising, 5 St John's Lane, London EC1M 4BH. Please state the name of any company you do not wish your CV to be sent to.

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ALL BOX NUMBER REPLIES SHOULD BE ADDRESSED TO:

BOX No:-
C/o The Times Newspapers, P.O. BOX 484, Virginia Street, London E1 9DD

NEW BUSINESS EXECUTIVE

Chancery Factors Ltd is a successful independent factoring house based in North London.

Due to rapid expansion nationwide, we are looking for a New Business Executive to join our existing team.

As a manager of excellent communication skills, O.T.E. £25,000 plus benefits and company car.

Please apply in writing detailing factoring experience, together with c.v., marked private and confidential to:

Mrs Isabel Levy
Chancery Factors Ltd
Moundville House
154 Brent Street
London NW4 2DR

ARE YOU CURRENTLY WORKING IN THE INSURANCE INDUSTRY?

As a manager or prospective manager with recruiting ability. A closely allied industry needs your skills. No cold calling or prospecting.

Please send CV to: John Moorgate, Ilyria Group, The City Business Centre, Suite 14.2 London Wall Buildings, EC2M 6PP

Lead of Human Resources

c£45,000 plus benefits

We are looking for an outstanding manager used to dealing with H.R. at a strategic level.

You will:

- * Contribute the Human Resource dimension to the Council's Business Plan, including organisational/personal development and remuneration policies
- * Develop a unified Human Resource Unit embracing Personnel, Development & Training and Management Services perspectives
- * Provide corporate leadership in a devolved personnel environment.

The central H.R. unit exists to help ensure that the Council's 9,000 employees (with a salary budget in excess of £130m) are creative, customer-focused as well as highly motivated and productive.

You should possess the drive and enthusiasm to face the challenges of bringing this about in an organisation committed to shaping the borough's future through Strategic Management Initiatives.

Reporting to the Director of Corporate Services, you will also deal with other members of the Executive Board and Councilors.

Excellent professional and persuasive skills are required, as well as an appropriate post-graduate management qualification.

We offer an excellent benefits package including up to £50,000 towards a house equity share.

For an information pack, please contact Joanne Roberts on 081-982 7296 or write to the Director of Corporate Services, PO Box 50, Civic Centre, Silver Street, Enfield, Middlesex EN1 3XA. Please quote reference DCS/001/ST. Closing date 23rd March 1992.

An equal opportunities employer offering a smoke-free environment at work.



BUSINESS DEVELOPMENT MANAGER

Telecommunications

Middlesex

£35,000, bonus, car, benefits

This £500 million international company is renowned for innovative products of the highest quality, covering the whole spectrum of telecommunications, from mobile radio to multiplex, microwave and fibre optic systems.

The continued growth of the UK subsidiary has created the need to appoint a Business Development Manager. Reporting to the MD at the company's headquarters in Middlesex, you will be responsible for identifying new business opportunities and developing profitable long-term relationships with PTOs, public utilities and institutional bodies.

You will have a proven record of achievement in sales of telecommunications equipment or systems and will be adept at conducting protracted multi-level negotiations. You should have an understanding of technical and regulatory issues pertaining to the telecommunications industry, supported by formal qualifications in a technical/engineering discipline.

This newly created role will afford you the opportunity to extend your sales, technical and commercial skills, thus creating long-term scope for personal and career development.

Please write with full CV to:

Tim Ayres, Spiers Ayres Townshend, 44 Cheap Street, Newbury, Berkshire RG14 5BX. Tel: 0635 552200. Fax: 0635 47186. Quote ref.: 185

SPILERS AYRES TOWNSHEND

SELECTION & SEARCH

AREA MANAGER Cornwall

£20k + Bonus + Car + Benefits

An exciting opportunity has occurred for an experienced businessman/woman to make a real contribution to the development of the Cornish economy. The Devon & Cornwall Training & Enterprise Council (TEC) wishes to appoint an Area Manager to promote the TEC's services in Cornwall and to provide a liaison with all of the Community's educational, training, industrial, commercial and professional groups.

A wide business experience and an acute awareness and understanding of the Cornish environment are essential requirements. An ability to provide a credible link at all levels in the Community with the TEC is necessary, and it is unlikely that anyone under the age of 40 will have the necessary maturity and presence which the position demands. A narrow sector background will not satisfy the needs of the job nor will a prescriptive view of the opportunities and difficulties of the Region.

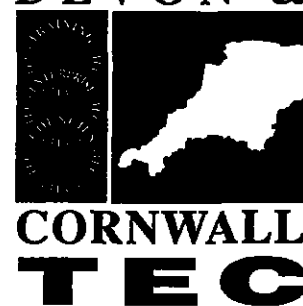
The scope of the job is demanding and wide ranging; it will therefore be necessary to demonstrate personal qualities related to these demands.

Opportunities for personal development are excellent, the package competitive and the location most attractive.

Please send a full c.v. to:-

Mike Flanagan, Shannon Consulting Group, 3 Maer Road, Exmouth EX8 2DA

DEVON & CORNWALL TEC



MANUFACTURING DIRECTOR

Pex

Leicester

c£50,000

This appointment is of crucial importance to the future direction of our company and its success in out-performing the competition.

Pex Limited is already a market leader in the manufacture and marketing of children's socks and tights, turning over nearly £20 million and re-investing heavily in new machinery. Our wide product range sells in every major high street, with a 50% increase in exports last year pointing to our strategic ambitions.

We are looking for an experienced Manufacturing Director whose quality of thought and genius for getting things done

will make an immediate impact at every level of the company. Your practical ability to meet objectives on the shop floor will be as crucial as your skill in leading and motivating a management team.

Since you will be joining our most senior decision-makers, your salary of c£50,000 will be enhanced by benefits which include a first-class pension scheme, company car and BUPA membership. An additional bonus will reflect your outstanding achievements.

Please send your complete CV to: The Chairman, Pex Limited, 577 Aylestone Road, Leicester LE2 6TD.

Head of Planning and Strategy Unit

Network Television

This is a new high level appointment introduced to strengthen the strategic planning processes within BBC Television in an increasingly competitive environment. Accountable to the Managing Director the postholder will lead in providing support to him and the top management team on strategic analysis and planning, and to the Controllers of BBC1 and BBC2 on programme commissioning, scheduling and financial planning.

Key personal attributes required include capacity for creative strategic thinking; knowledge and understanding of the developing television market-place; experience in the broadcasting industry which may have been gained in a variety of roles; and leadership and managerial skills.

Salary negotiable, plus car and private health insurance. Based West London.

Further information from Cliff Taylor, Director of Resources on 061-876 1788.

Applications, together with cv and any relevant supporting material, should be sent to Bob Murdoch, Controller Personnel, Room 607B, BBC Television Centre, Wood Lane, London W12 7EJ to arrive not later than Tuesday, March 17th.

WORKING FOR EQUALITY OF OPPORTUNITY

REGIONAL MANAGER

Housebuilding - South
£50,000 neg. + bonus

Our client is a substantial plc and one of the most profitable and respected housebuilders in the country. It has increased the number of houses sold in each of the last two years and intends to do so again in 1992. It is well established in the South and seeks to make this appointment to staff itself for future growth. Candidates should have potential to grow into more senior appointments.

Aged ideally 35 to 45, applicants will now be Area or Regional Managers with primary experience of construction and sales and an involvement in land buying. They will be seeking increased responsibility and room for promotion.

Salary will not be a bar to the right appointment. Other terms are excellent and include access to share option schemes.

Please reply in strict confidence giving details of experience, age, qualifications and present salary quoting Ref: 1157. No information will be divulged to our clients without your permission.

CB-Linnell Limited

7 College Street, Nottingham NG1 5AQ.
SEARCH & SELECTION CONSULTANTS
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Are you at the crossroads of your career?

If you've reached a watershed in your career - either because of redundancy or you feel you're in a career rut and don't know which way to turn, you should contact us.

For over forty years our specialist consultants have been designing personally tailored career development programmes for executives earning £20K and over.

We help you recognise and act on the wealth of opportunities that exist - even in these times.

So whether redundancy looms or you're unemployed or you are disillusioned we can show you the way to a more fulfilling, more rewarding future - and we can prove it by arranging an early appointment with no obligation, or send your CV.

Our lines are open 24 hrs. We abide by the IPM Code of Conduct.

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35/37 Fitzroy Street, London W1P 5AF

A CAREER OPPORTUNITY WITH THE BARKLAND GROUP £22,000 plus car

Are you seeking a fast track career? Are you an analytical but lateral thinker? Can you communicate at all levels and achieve results through commitment and energy? Are you confident, resourceful and alert?

We are seeking a graduate with a post-graduate qualification, possibly an M.B.A. or alternatively your discipline may be accountancy or O. & M. and you will have at least one year's commercial experience preferably in retailing, finance or a service industry. This is a new and exciting position, which will involve extensive travel throughout mainland U.K.

We are a fast developing privately owned company with a turnover of £23 million and 4,000 employees. We operate within the Industrial Services sector of the U.K. and include major multiple retailers in our customer portfolio.

Please write, enclosing your c.v. by 14th March 1992 to: Mrs. Julie Crookford, Personnel Officer, The Barkland Group, Longwood, Brackley, Northampton. NN12 7DL.



HARTNELL
COLLECTIONS PLC

MANAGING DIRECTOR

Hartnell are seeking a Managing Director for their prestigious clothing business, with the following qualifications:

- Experience with the manufacturing of high quality women's clothing
- Knowledge of fabric and manufacturing sources worldwide
- Knowledge of marketing, especially luxury branded products, in the UK, Japan, Europe and the USA
- Entrepreneurial flair and the will to participate in making Hartnell a worldwide luxury brand

Please write with CV to: E. Silverman, Chairman
Hartnell Collections PLC,
26 Bruton Street,
London W1X 8DD

Manufacturing Management

North West **£23,000, lease car**

A major quality engineering organisation has recently restructured its manufacturing operation to ensure it is ready to meet the challenge and opportunities to be provided by the upturn in the world economy.

To complement and strengthen the existing management team the company wishes to recruit a number of bright, young graduates who have already shown a flair for production management and exhibit the potential to rise quickly to senior management positions. The persons appointed will take up real line or project management positions, but will be expected to be sufficiently flexible to gain the necessary experience of different disciplines.

Candidates will be in their late twenties, graduates and have several years' experience in a complex manufacturing environment. Success will have to be demonstrated in one or a number of the following activities: man management, production control, production engineering, manufacturing systems or quality control.

These are genuinely outstanding opportunities for the right candidates to make a major career leap.
Please write - in confidence - with full career details to S.A. Lievens.

Ravenscroft & Partners

Search and Selection
20 Albert Square, Manchester M2 5PE

FURMANITE
A KAMES COMPANY

FINANCE DIRECTOR

Furmanite, a world leader in specialised mechanical engineering services to the oil, petrochemical and power generating industries, requires a successor to its recently promoted Finance Director.

The business splits evenly between the UK, America and Continental Europe plus a fast growing operation in the Far East. There are subsidiaries in 10 countries, associates in 7 others and additional export business. Turnover will be £75 million by mid '92 with a total staff of 2,000.

Candidates who have the accountancy background with U.S. and other international experience, are able to work with and contribute to a strong Group management team based in Kendal; and are able to aid and improve Group profitability should apply to:

Mrs C S Carles, Secretary to the Managing Director,
Furmanite plc, Shap Road, Kendal, Cumbria, LA9 6RU

(No agencies please)

MANAGING REDUNDANCY OR CAREER CHANGE?

Let us show you how to obtain your next position, using our highly personalised approach.

For details of our fast, effective and economical programme, please telephone your nearest office:

THE JAMES GUNN CONSULTANCY

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Invest in your future now...



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HEAD OF CUSTOMER SERVICES

Welwyn Garden City

Up to £50k + bonus + car

Nexus is a market-leading provider of comprehensive, high quality electronic payment services to retail financial institutions in the UK and internationally. We have a wide range of customers for ATM and EFTPOS services including gateways to leading card schemes such as VISA, Switch, LINK and major bank networks. Our recent alliance with SLIGOS, the major European payment services group, strengthens our position.

Our business approach recognises that the needs of our customers are paramount and we have a strong commitment to delivering the highest possible service in accordance with formal Service Level Agreements. The establishment of the new position of Head of Customer Services is key to this commitment. Reporting to a Board Director the brief is to build a high quality customer-focused team through integration of existing departments already involved in 'front-line' roles varying from supplier liaison to the Customer Help Desk.

With a background in a service industry (not necessarily financial services) characterised by high levels of activity in a real-time environment, previous experience of managing a customer service team for a minimum of three years is a pre-requisite. Also essential is a demonstrable track record as a 'change agent', management and communication skills, vision and enthusiasm.

This post provides the challenge and opportunity to develop and run a business unit and to make a significant contribution to wider Company issues by participation in our Senior Management Team.

In addition to basic salary, benefits include company profit share, executive car, generous pension and life assurance schemes together with relocation assistance if appropriate.

To take your interest further please send your career resume and details of your current remuneration package to Mary Cope, Personnel Manager, Nexus Payment Systems International Limited, Nexus House, The Boulevard, Share Park, Welwyn Garden City, Herts AL7 1LH.

MANUFACTURING MANAGER

£25,000 + Car + Benefits

Our client is a world leader in the chemical industry with a European turnover well in excess of £350 million. They are committed to maintaining excellent quality standards in all aspects of their business and are currently seeking to appoint a manufacturing executive with a key quality role.

Based east of London, the successful candidate will initially be responsible for maintaining quality assurance standards to BS5750 and ensuring the site is equipped to meet quality inspections. Success will result in a broad manufacturing responsibility.

The successful candidate will be a graduate engineer or equivalent with not less than five years production management experience and an active involvement in TQM, ideally within the process or chemical industry. Pragmatism, adaptability and the ability to motivate are key personal skills.

If you have the experience and qualities necessary for this challenging position, our client offers a competitive compensation package including relocation assistance where appropriate. Career development opportunities are significant.

To apply, please send a detailed CV with work/home telephone numbers, quoting Ref: 02/235, to our recruitment consultants, L.J. Associates, 12 Celbridge Mews, Porchester Road, London W2 6EU - 071 243 1888.

L.J. ASSOCIATES

Putting Quality into Practice

QUALITY MANAGER

London **£30,000+**

The Legal Aid Board, responsible for ensuring the provision of legal advice, assistance and representation throughout England and Wales, is committed to a Total Quality Objective.

Having produced a blueprint for achieving certification under the quality standard BS5750/ISO 9000, we now need a Quality Manager to drive forward its application in all our offices. You will also ensure that changes, new initiatives and developments are incorporated into the appropriate procedure manuals.

The role demands considerable experience of Quality Management systems, line management and project planning. In addition, you will need excellent analytical and interpersonal skills, coupled with the determination to succeed within strict time limits. Extensive travel will be required.

If you have the energy, commitment and managerial skills to meet the challenge, please write with cv to: The Legal Aid Board, Personnel and Training Department, Greencroft House, 12 Roger Street, London WC1N 2JL, to arrive no later than 13th March 1992. Please quote ref. LAB/13.

LEGAL AID BOARD

IN THE FRONT LINE OF THE CD-ROM REVOLUTION

Based Dunstable, Beds

Reed Opti-Ware, a division of Reed Telepublishing Information Services, is gearing up to take the lead in CD-ROM Publishing services throughout the UK and Europe. CD-ROM is unquestionably the next major growth area of Information Technology and Reed Opti-Ware is ideally positioned to seize the huge opportunities which lie ahead. Our plans are ambitious but wholly realistic, given the unrivalled expertise in database design and CD-ROM development technology that is available both in the UK and the USA.

We are looking for professionals of the highest calibre who will capitalise on our capability and help secure our place at the top end of the market.

GENERAL MANAGER

£35K+ package + performance bonus + car

The General Manager provides the spearhead for profitable business development. Your brief will call upon you to control the preparation of proposals and quotations, allocate and balance the available technical resources - using formal project management techniques - and manage the successful conclusion of every project. Two support managers and a small but highly qualified technical team are now in place - a team which will grow substantially in the next year. Your track record in multi-project management must appear for itself as must the depth and quality of your IT background. You are looking at an opportunity which will demand all your talents as a dynamic business manager - one who is prepared to commit everything in pursuit of a high profile achievement.



REED OPTI-WARE

ACCOUNT MANAGER

£20K base + attractive OTE's + car

This key role requires marketing skills, the ability to cultivate business relationships and a talent for managing the development of major accounts. You will build your own prospect portfolio and secure prestige accounts by developing sophisticated solutions to meet clients' business needs. As an experienced IT sales professional, your ability to sell solutions at board level will be paramount. You must have the experience to manage and control a lengthy, complex sales cycle in a highly disciplined manner. Specific knowledge of CD-ROM development systems or electronic information distribution would be an advantage.

When an organisation of the size and stature of Reed International gives a wholehearted commitment to this kind of venture, you can be sure that the prospects for success are exceptional. Please write, with your cv, to: Christine Morton, Personnel Manager, Reed Opti-Ware, Church Street, Dunstable, Beds LU5 4HL. Closing date for applications Monday 16th March 1992.

Strictly no Agencies

Reed International is an equal opportunities employer.

PART OF REED INTERNATIONAL P.L.C.

Cooperative Research Centre (Materials Welding and Joining Technologies)

Director

The Australian Government has given approval for an exciting new centre focussed on Materials Welding and Joining Technology as part of its Cooperative Research Centres Program.

The Centre is supported with collaborative involvement by ANSTO, BHP, the CSIRO Division of Manufacturing Technology, the Universities of Wollongong and Adelaide, Welding Technology Institute of Australia and other organisations interested in these technologies.

The newly constituted management board now seeks to appoint a full time Director to run the Centre. Reporting to the management board, the responsibilities include:

- Management of the daily affairs of the Centre.
- Formulation of new research projects in conjunction with the technical steering committee and industry.
- The operation of research programs.
- Technical liaison and interaction with other organisations including government and industry.
- Responsibility for commercialisation of the Centre's outputs and technology transfer to industry.
- Organisation of educational activities and publicity for the Centre.

It is expected that the successful candidate will be an experienced Senior Manager with proven liaison capabilities, have a sound research background, a knowledge of the welding and joining industry, entrepreneurial skills and some experience in university/industry interaction. An international reputation in welding and joining will be well regarded.

A flexible remuneration package in the range A\$100,000 to A\$120,000 will be negotiated. The major activities of the CRC are in Wollongong and Adelaide. The Director will be based at one of these locations.

Applications should include details of qualifications and experience and be directed to:

The Chairman of the CRC for Materials Welding and Joining Technology,
G.P.O. Box 2472, Adelaide SA 5001, Australia

The closing date for receipt of applications is 31 March 1992.

AK 8900

071-481 4481

GENERAL APPOINTMENTS

FAX 071-782 7828

MANAGEMENT CONSULTANCY CAREERS

Starting Salary UKL18,000 - UKL22,000 + benefits

★ THE COMPANY

We are a highly recognized and successful management consultancy company. Our clients include major corporations in the manufacturing and service industries in German speaking countries and Eastern Europe and we have started a major assignment in the UK.

Our product is to design, install and train all levels of management in the use of operating systems leading to significant, clearly demonstrable and measurable profit improvements.

Due to the growth of our company we are seeking individuals between the ages 24 and 34 who possess excellent communication and analytical skills.

★ THE PERSON

The ideal candidate should hold a degree and have 2 to 3 years professional experience in either manufacturing or service industries. Supervisory experience within the time frame is a plus. Reasonable spoken German is required, knowledge of additional European languages is an asset. The position requires extensive travel.

We reward talent, dedication and commitment with an excellent remuneration package, along with opportunities for rapid advancement in both earnings and responsibilities.

★ THE POSITION

Following a formal and on-the-job training program, you will work in a team of consultants with our clients planning, developing and implementing proven management techniques for improving business performance and profitability within diverse business areas.

Candidates who meet these qualifications should send their application enclosing full CV either by express mail or by fax to CZIPIN & PARTNER Management Consultancy Ltd., attn. Ms Doris Morawetz, A-5016 Salzburg, NeutorstraBe 13, Tel. 01043 662 84 95 95, Fax 01043 662 84 00 32.

Local interviews will be conducted.

Finance & Administration Manager International Law Firm

£30,000 + Benefits

Pre-eminent law firm with worldwide offices and global client base needs professional administrator for London office.

London

THE COMPANY

- One of the world's largest law firms with offices in the US, Europe, Asia and the Middle East.
- Established London office with stable professional staff providing tax and corporate transactional advice to major corporations.
- First class location with state of the art communication and information systems.

THE POSITION

- Responsibility for London office financial management and planning, personnel, facilities and IT management. US liaison.
- Reporting to London office Senior Partner and worldwide Firm Director of Administration.

- Input to planning, implementation and assessment of firmwide activities and programme.

QUALIFICATIONS

- Graduate with proven administrative experience. Financial management and IT literacy are key.
- Experience of facilities management, personnel and office equipment required. Knowledge of partnerships helpful.
- Hard working, resourceful and able to operate in exacting environment. Diplomacy and flexibility essential.

Please write, enclosing full cv, Ref 10960
54 Jermyn Street, London, SW1Y 6LX

S E N

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ENGINEERING

Petroleum/Stimulation Engineer Copenhagen, Denmark

Scope of work:

Mærsk Oil og Gas AS are currently pioneering stimulation technology in oil and gas developments in the Danish part of the North Sea. Most of the stimulation work is conducted in horizontal wells, where Mærsk Oil og Gas AS have placed more massive hydraulic sand fractures than any other operator. Due to the success of the treatments and the continuing development of the fields we require an additional engineer to join our stimulation team.

You must be able to work within a team as well as independently in a field environment. Main emphasis will be on planning, execution and evaluation of well stimulation activities, most of which will be performed from purpose built North Sea stimulation vessels.

You will also be involved in study work aimed at improving the stimulation process. Liaison with the Drilling and Production Departments on stimulation matters will be required.

You will be based at our Copenhagen main office. We offer a competitive package for relocation and remuneration.

Qualifications:

- A degree in a relevant engineering subject.
- A minimum of 5 years industry experience involving stimulation work.

Applicants are asked to send a full C.V. to the Personnel Department at: Mærsk Oil og Gas AS, Esplanaden 50, DK-1263 Copenhagen K, Denmark

Mærsk Oil og Gas AS is a company in the A.P. Møller Group acting as exploration, development and production operator for Dansk Undergrunds Consortium (DUC), a venture between A.P. Møller 39%, SHELL 46% and TEXACO 15%. DUC has considerable acreage in the Danish North Sea with an average daily production of about 140,000 BOPD and 360 MMcf/d. Mærsk Oil is the sole producer in Denmark and DUC, production corresponds to the total oil and gas consumption in Denmark.

Mærsk Oil is presently operating 5 jack-up rigs offshore Denmark and is conducting extensive 2D and 3D seismic acquisition campaigns in order to delineate existing and future fields, to optimise field development and to define potential exploration targets.

Mærsk Oil's activities include exploitation of low permeability oil and gas chalk reservoirs in the Danish North Sea. In this connection Mærsk Oil is at the forefront in the development of horizontal well technology. The fields are produced both under primary depletion and with pressure support by gas and water injection.

Mærsk Oil is also engaged in international exploration activities.

MÆRSK OLIE OG GAS AS
Esplanaden 50 · DK-1263 Copenhagen K · Denmark

DRILEX
DRILEX SYSTEMS LTD

Drilex Systems, a world leader in the design and manufacture of positive displacement mud motors, are to expand their North Sea and European Operations to include directional drilling services. The following positions are now open to suitable applicants.

DIRECTIONAL DRILLING CO-ORDINATOR

The successful candidate must have at least ten years directional drilling experience. He will be conversant with current North Sea drilling practices and ideally hold a similar position for an established directional company.

DIRECTIONAL DRILLING SUPERVISORS

Candidates will be preferably educated to degree standard and have at least five years drilling experience. They should be familiar with steerable drilling systems and have experience of horizontal drilling in the North Sea/Europe. BHA analysis experience would be advantageous. All positions offer highly competitive benefits and salaries. Candidates should send complete CV's in confidence to:

MR R COATS, REGION MANAGER NORTH SEA EUROPE, DRILEX SYSTEMS LTD, 17-20
HOWEMOSS DRIVE, KIRKILL INDUSTRIAL ESTATE, DYCE, ABERDEEN AB2 0GL



REGIONAL SALES MANAGERS

NORTH WEST, MIDLANDS, CENTRAL LONDON & SOUTH WEST
HIGH BASIC (OTE £24K) + CAR + BENEFITS

Keeping us up where we belong

Here at Scorpion our success in the highly competitive field of vehicle security systems has been based on a sophisticated blend of operational and technical innovation, customer understanding, competitor knowledge and creative marketing.

Scorpion are presently the brand leaders in the vehicle security sector, supplying nine major motor manufacturers. The company was founded six years ago.

Continued expansion and promotion has led to the requirement for four additional Sales professionals.

THE ROLE

As you can imagine, such a successful track record calls for a very high standard of marketing and business development activity.

The Regional Sales Manager will primarily be responsible for the posture of the products manufactured by the company within the franchised dealer networks of Scorpion's client base. This will encompass visiting motor dealer franchises in support of the vehicle manufacturer to promote increased penetration of the manufacturer's approved alarm systems and to raise standards of customer service.

You will be looking to take advantage of the opportunity of converting non-participating dealers into new accounts

for the motor manufacturer whilst protecting existing dealers from in-roads by competitors.

In the present buoyant market, you will be looking to open as direct accounts motor dealerships where Scorpion is presently not supplying the motor distributor directly.

Reporting to the District Manager, the candidate will have the opportunity to see projects through to a successful completion and a high degree of autonomy would be provided.

THE CANDIDATE

A sales professional with a proven track record in developing a territory or consumer base, preferably with a strong background in motor related organisation. Business acumen, a flair for communication and well developed interpersonal skills will be essential with a creative and determined approach to account development and maintenance. It will be important to demonstrate the maturity and confidence necessary to deal with people at all levels and to represent the company effectively. Age 27 to 40 years; highly mobile.

Write in the first instance with C.V. to the Company Secretary, Scorpion Vehicle Security Systems Limited, Siemens Road, Northbank Industrial Estate, Irlam, Manchester, M30 5BL.

Senior Consultants

Reward & Senior Executive Compensation

City

Package c. £50,000

Mercer Fraser is the UK subsidiary of one of the world's leading employee benefits, actuarial and human resource consultancies. Continued growth of the Human Resource Practice requires the recruitment of additional senior consultants in both the Reward and the Senior Executive Compensation Groups.

Remuneration Specialist

As a result of our growing presence in both the UK and international human resources and compensation market, we are now looking for a professional HR consultant with a proven track record of providing innovative solutions to client problems. Ideally the applicant should have a knowledge of current trends and practices in Continental Europe.

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Peanuts or pay spree for top people?

Privatised industry chiefs are criticised over their salaries, but entertainment personalities earning millions escape censure. Clare Hogg looks at pay in the first of a two-part series

By comparison with the \$30 million earned by the singer and actress Madonna, £240,000 a year is peanuts. The point is made by Professor Douglas McWilliams, the CBI's chief economic adviser, who created waves last summer by staunchly defending the large pay rises given to senior executives in newly privatised industries.

Professor McWilliams says: "When Madonna earns \$30 million a year nobody thinks it is odd. Nor when Andre Agassi earns \$3.6 million, nor when Gary Lineker earns £800,000." Yet, he emphasises, when the chiefs of the nationalised industries receive six-figure salaries, questions are asked in the House.

"What this really reflects is the re-emergence of the spirit of envy," Professor McWilliams says.

Peter Morgan, the director-general of the Institute of Directors, makes similar comments on the "blizzard of greed and envy" surrounding the increases handed out to the senior

executives of the newly privatised utilities.

It was John Baker, the chairman of National Power, whose pre-privatisation salary of £85,000 had been increased to the pittance, by Madonna's standards, of £240,000. At about the same time the salary of Ed Wallis, PowerGen's chief executive, was raised to £200,000 from a pre-privatisation figure of £76,000.

Among the others, Roy Watts, the Thames Water chairman, had a pay rise of 113 per cent, Dennis Grove, the chairman of North West Water, had a 48 per cent increase, and Robert Evans, the chairman of British Gas, received 66 per cent.

The surge of green-eyed emotion described by Professor McWilliams and Mr Morgan is only too predictable when unemployment, now at 8.5 per cent, is at its highest since the early 1980s, and is forecast to increase to 9.5 per cent next year. Many are lucky to have a job, let alone an increase. However, does jealousy obscure

the real picture? A survey that was published towards the end of last year by the Reward Group and the Institute of Directors revealed that on average executive directors received salary increases of 8 per cent during the 12 months to September 1991, which was in line with average earnings. Forecasts indicate that increases next year will drop to 6 per cent.

Blenlyth Jenkins, the institute's corporate affairs director, comments tersely: "In a year when directors' pay came under close scrutiny, this survey clearly shows that the vast majority of British directors do not earn excessive salaries, nor receive extravagant increases."

Most directors, according to the survey, have a modest car, of just under 2,000cc, and take only 22 days out of their average 25-day holiday entitlement.

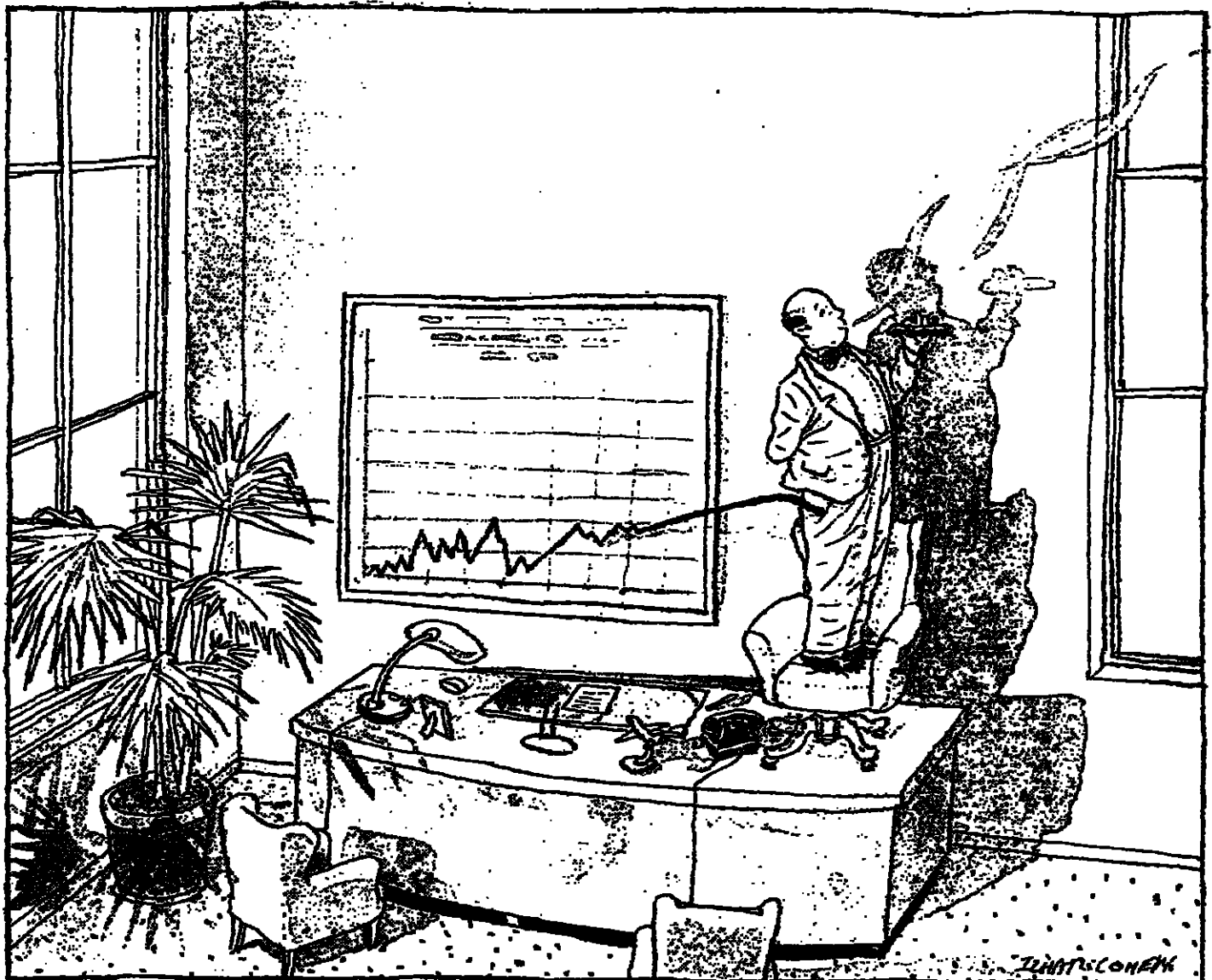
Professor McWilliams thinks too much attention was given to the size of the headline increases and too little to the original pay levels. The pay of directors in Britain, he says, is low when measured against international standards and the pay rates of the professions.

As companies operate increasingly across borders the internationalisation of the market for top management will continue, with a corresponding pressure for higher pay for executives.

In any case the UK is not doing as badly as might be expected. A survey by the Wyatt Company shows that British chief executives are seventh in Europe in terms of buying power.

They are not first, as the Spanish, unexpectedly, win this prize, but neither are they 12th. Bear in mind, too, that this survey was undertaken before the weighty increases for privatised company chiefs. Jill Mervin, a remuneration expert with the compensation and benefits consultancy William M. Mercer says her gut feeling is that senior UK executives are now falling more into line with their peers in other European countries.

Professor McWilliams says directors in manufacturing and engineering, the backbone of Britain's economy, are paid lower salaries than they could receive in the professions. The Bar Council



says the most eminent QC, specialising in tax, patent and commercial law would earn "several hundred thousand pounds", minus, of course, chambers fees and rent.

In financial services, at the last count, more than 400 people were earning more than £250,000 a year.

This, however, is not really the issue. Professor McWilliams points out: "It is not so much what you do, but more how you do it."

Colin St Johnston, the managing director of ProNed, an organisation that promotes the work of non-executive directors, is even more emphatic.

Mr St Johnston explains: "It is important to the standing of

British industry that the criteria for pay awards of top British executives are properly understood and respected."

ProNed has just issued new guidelines underlining "the need for shareholders and employees of UK publicly quoted companies to have complete trust and confidence in the process by which their senior executives' remuneration is set". In order to do this, ProNed recommends that all quoted companies should have a remuneration committee.

Companies need to do it right. They need to show that an independent, responsible and objective group of people is making

the decisions about top-level salaries. They need to act with clarity and transparency. When journalists unearth information that is apparently cloaked in secrecy, that information suddenly seems newsworthy. Tactical timing is also important.

Lastly, and perhaps less obviously, the individual concerned has a say in the process. He or she does not have to draw full pay. Margaret Thatcher did not, nor did Lord Hailsham.

An alternative is the approach taken by Iain Vallance, the chairman of BT, who has announced that he is making a large donation to charity in respect of his increase.

In general, directors are being paid reasonable salaries. However,

er, a few are paid sums that attract the attention of the tabloids, and it appears probable that there is justification for some and not for others.

If a dramatic increase is made without a corresponding increase in responsibility, and the individual concerned obviously does not require the newly inflated salary to entice him to stay, the question must be asked: "In whose interests is this increase being made? Is it in the interests of the shareholders, the trade union, the public at large?"

John Major, for one, in publicly declaring his disapproval of certain of the increases, is doubtful they are in anyone's interests, except perhaps the recipient.



Major: disapproval. Madonna: no questions over her \$30m



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Residence never conclusive

In re H (Minors)

Before Mr Justice Waite
[Judgment February 28]

When resolving an issue of *forum conveniens* on a contested question of a child's residence the welfare of the child remained the paramount consideration.

A child's habitual residence, although never conclusive in determining an issue of *forum conveniens*, was a factor of high importance which would in many cases be determinative.

Mr Justice Waite so held in the Family Division, refusing a father's application to stay the mother's proceedings for residence and contact orders in respect of their two children.

Mr Matthew Brett for the father, Mr Leo Curran for the mother, Mr Robin Spon-Smith for the guardian *ad litem*.

MR JUSTICE WAITE said that *forum conveniens* was a difficult area of law and the problems were enhanced because a judgment had already been made in the Wisconsin court deciding that it was the most appropriate court for the proceedings.

The father's stay application was made under section 5 of the Family Law Act 1986. The common law was enshrined in *Spiliada Maritime Corporation v Cansulor Ltd* [1987] AC 460. That was a commercial case but the same principles were restated, with differences appropriate to the context, in *De Dampierre v de Dampierre* [1988] AC 92 in financial

proceedings between husband and wife.

Several issues of law arose to be decided. The first was whether the *Spiliada* principles were affected or displaced by the express language of section 5(2) of the Family Law Act 1986.

In his Lordship's view the arrangement and wording of section 5(2) was certainly puzzling but no suggested construction purporting to cut down the *Spiliada* principles could be sustained.

Second, was the welfare of the child paramount, as opposed to merely relevant, when an issue of *forum conveniens* arose on a contested question of child residence?

The answer, in his Lordship's judgment, was that the adjudication of the question of which court should try the child residence issue inevitably involved a determination of a "question with respect to the upbringing of a child" for the purposes of section 1(1)(a) of the Children Act 1989.

Third, were the *Spiliada* principles displaced or affected by the jurisdiction clause in a stipulation which the parents had signed on separation?

The relevant clause provided that "the forum for all disputes as a result of the stipulation and judgment shall be the State of Wisconsin unless the parties otherwise agree in writing".

In his Lordship's view it would not be right to dismiss the clause altogether on the ground that it was an English public policy by depriving the English courts of the opportunity of applying to

issues of *forum conveniens* the habitual residence could not and should not be treated in *forum conveniens* cases as automatically conclusive. It was plain that that would introduce into the law of *forum conveniens* an element of rigidity running counter to the flexibility portrayed by Lord Goff of Chieveley in *Spiliada* and *De Dampierre*.

In a field of the law where the child's welfare was paramount it had to necessarily follow that no single factor, however persuasive, could ever be conclusive.

That was not to say, of course, that habitual residence was never of more than secondary significance. On the contrary, it was a factor of high importance and there would be many instances where it weighed so heavily in the scales as to displace all other considerations.

Its status could probably best be summarised by saying that the child's habitual residence was a factor in all cases persuasive, in many determinative, but in none conclusive.

The investigation of the issues by a temporary guardian *ad litem* appointed for the sole purpose of assisting the court in relation to the question of *forum conveniens* had been invaluable.

If a similar practice were to be adopted in appropriate future cases the possibility arose that if a similar order was made in both jurisdictions parallel investigations could be conducted by cooperation in both countries.

Solicitors: Ferguson Ricknell & Co, Oxford; Hemmings, Banbury; Official Solicitor.

However, his Lordship said that habitual residence could not and should not be treated in *forum conveniens* cases as automatically conclusive. It was plain that that would introduce into the law of *forum conveniens* an element of rigidity running counter to the flexibility portrayed by Lord Goff of Chieveley in *Spiliada* and *De Dampierre*.

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Solicitors: Ferguson Ricknell & Co, Oxford; Hemmings, Banbury; Official Solicitor.

Service on foreign bank valid

In re Paramount Airways Ltd (in administration)

Before Sir Donald Nicholls, Vice-Chancellor, Lord Justice Taylor and Lord Justice Farquharson
[Judgment February 27]

The phrase "any person" in section 238 of the Insolvency Act 1986 was to be construed literally and was not subject to any implied limitation. Thus the service of a writ on a foreign bank was valid.

The court had, however, an overall discretion not to make an order under the section, in particular, in the case of a foreign defendant, if not satisfied that he was sufficiently connected with England for it to be just and proper to grant the relief sought.

A person abroad was, moreover, additionally protected by the need for the plaintiff to obtain leave to serve out of the jurisdiction.

The Court of Appeal so stated in a reserved judgment when allowing an interlocutory appeal by the applicants, Roger Arra, Powell and Joseph Beaumont, joint administrators of Paramount Airways Ltd, from the decision of Mr Justice Mervyn Davies (The Times June 20, 1991) [1991] 3 WLR 318, whereby he set aside Mr Registrar Buckley's order granting the administrators leave to serve on the respondent, Hambros Bank (Jersey) Ltd, in St Helier, Channel Islands, an originating application seeking, *inter alia*, an order for recovery of sums totalling £1,646,800 allegedly transferred from the company to an account with the bank.

Section 238 of the 1986 Act provides: "Where the company has at a relevant time... entered into a transaction with any person at an undervalue, the administrator or liquidator may apply to the court for an order under this section."

"(3)... the court shall, on such an application, make such order as it thinks fit for restoring the position to what it would have been if the company had not entered into that transaction."

Mr Nicholas Merriam, QC, and Mr Richard Salter for the administrators; Mr Nigel Davis for the bank.

THE VICE-CHANCELLOR said that the question raised by the appeal concerned the territorial scope of provisions of the 1986 Act and, in particular, the phrase "any person" in section 238(2).

The appellant administrators claimed that the words meant exactly what they said: any person. Hence the expression was apt to include the bank.

The contrary argument was that the bank was outside the ambit of the section because the

apparent width of the phrase was subject to an implied limitation that the expression applied only to British subjects and (2) all persons present in England and Wales at the time of the impugned transaction.

The bank did not fall within either of those heads. It carried on business in Jersey and did not carry on business in England and Wales.

On August 7, 1989 an administration order had been made in respect of Paramount Airways Ltd. In the instant proceedings the joint administrators were alleging that in July 1989 the company had £1,300,000 standing to the credit of its bank account in England. The company was also said to be the beneficial owner of £346,800 held by solicitors in London.

Those two sums of money had then been transferred from England to Jersey in reduction of an overdraft on an account held with the bank. The administrators asserted that the payments were transactions at an undervalue made at a time when the company was unable to pay its debts and within the relevant period of time stipulated in section 240 of the 1986 Act.

They were alleging that the benefit the bank received from partial payment of its overdraft had been used to pay its debts and for value and without notice of the relevant circumstances.

The bank had denied that claim but admitted, for the purposes only of the appeal, that, subject to the jurisdiction point, the administrators had an arguable case against the bank under section 238.

His Lordship referred to *Ex parte Blain* (1879) 12 Ch D 522, 526 where Lord Justice James had said: "It appears to me that the whole question is gov-

erned by the broad, general, universal principle that English legislation, unless the contrary is expressly enacted or so plainly implied as to make it the duty of an English court to give effect to an English statute, is applicable only to English subjects, or to foreigners who by coming into this country, whether for a long or a short time, have made themselves subject during that time to English jurisdiction."

The principle had been the subject of authoritative exposition by the House of Lords in *Clark v O'Connor Contractors Inc* [1993] 2 AC 130.

The task before the court on the appeal could be distilled in the following form: the court was concerned to enquire as to the persons with respect to whom Parliament was presumed to have been legislating when using the expression "any person", and in making that enquiry Parliament was to be taken to have been legislating only for British subjects, unless the contrary was expressed, which it was not in the instant case, or was plainly implied.

On its face, the legislation was of unlimited territorial scope. In those circumstances one was predisposed to seek for a limitation which could fairly be read as implicit in the scheme of the legislation.

After considering various possible limitations, his Lordship said that he was led irresistibly to the conclusion that, when considering the expression in question, it was impossible to identify any particular limitation which could be said, with any degree of confidence, to represent the presumed intention of Parliament. The expression therefore had to be left to bear its literal, and national, meaning: any person.

The conclusion was not so unsatisfactory as it might appear

at first sight. The matter did not rest there. Parliament was to be taken to have intended that the difficulties such a wide ambit might create would be sufficiently overcome by two safeguards built into the statutory scheme.

The first lay in the discretion of the court had under the sections as to the order it would make. The discretion was wide enough to enable the court, if justice so required, to make no order against the other party to the transaction.

In particular, if a foreign element was involved the court would need to be satisfied that, in respect of the relief sought against him, the defendant was sufficiently connected with England for it to be just and proper to make the order against him despite the foreign element.

The other safeguard arose at an earlier stage of the proceedings and provided an additional protection for persons who were abroad and not able to be served with proceedings in England in the usual way. They were not to be brought in the English courts unless the court first made leave for the proceedings to be served on them abroad.

For those reasons his Lordship was not able to accept the bank's submissions on the proper interpretation of section 238(2). The appeal would be allowed.

It would be for the trial judge to decide, in the light of all the evidence, whether in respect of the relief claimed the bank had a sufficient connection with England for it to be just to grant such relief. The grant of leave to serve the bank abroad did not preclude it from raising that issue as a defence at the trial.

Lord Justice Taylor and Lord Justice Farquharson agreed.

Solicitors: Norton Rose; Wilde Sapte.

Court's jurisdiction ousted by statute

Regina v Cornwall County Council, Ex parte Huntingdon and Another

Before Lord Justice Mann and Mr Justice Brooke
[Judgment February 20]

The court had no jurisdiction to hear an application for judicial review of an order made pursuant to section 53(2)(b) of the Wildlife and Countryside Act 1981, the court's jurisdiction having been ousted by paragraph 12(3) of Schedule 15 to that Act.

Practitioners were under an obligation to draw the attention of the single judge on application for leave to seek judicial review to any relevant clause ousting the court's jurisdiction and to explain why they contended it did not bar their application.

The Queen's Bench Divisional Court so held in granting an application by Cornwall County Council to set aside an order for leave to move for judicial review

granted *ex parte* to Mr and Mrs Michael Huntingdon who sought an order of *certiorari* to quash the County of Cornwall (A3708 Road to Footpath No 10 with Spur from Nanshutt Hall Farm to Footpath No 15 St Just-in-Roseland) Modification Order 1991.

Paragraph 12 of Schedule 15 to the 1981 Act provides: "(1) If any person is aggrieved by an order which has taken effect, he may... make an application to the High Court..."

"(3) Except as provided by this paragraph, the validity of an order shall not be questioned in any legal proceedings whatsoever."

Mr Richard Gordon for Cornwall County Council; Mr George Lawrence, QC, for Mr and Mrs Huntingdon.

LORD JUSTICE MANN said Mr and Mrs Huntingdon wished to argue that the footpath order

was made *ultra vires* by the council. It was not yet open to them to apply under paragraph 12(1) of Schedule 15 to the 1981 Act as the order had not come into effect.

To succeed, Mr Lawrence had to distinguish his case from *R v Secretary of State for the Environment, Ex parte Ostler* [1977] 1 QB 122, a decision from Smith v East Elloe Rural District Council [1956] AC 736. He had argued that Cornwall County Council's order was fundamentally invalid, while in those two cases the orders were not.

In his Lordship's view there were no degrees of invalidity. A decision was either apt to be declared void, or it was not.

The court was bound to decide that the effect of paragraph 12 of Schedule 15 was that questions as to invalidity might be raised on the specified grounds in the prescribed time and in the prescribed manner but that other-

wise the jurisdiction of the court was excluded in the interests of certainty.

MR JUSTICE BROOKE agreed that in the context of a statute giving an aggrieved person an opportunity of access to the courts to question the validity of an order there was no room for the deployment of concepts such as "fundamental invalidity" and "less than fundamental invalidity".

In his Lordship's judgment, it was incumbent on practitioners to draw the attention of the single judge at the stage of application for leave to seek judicial review to any relevant preclusive clause and to explain why they contended that it did not bar an application to the High Court otherwise than in accordance with its terms.

Solicitors: Mr Stephen Gerrard, Truro; Kidd Rapinet, Aylesbury.

Direction to jury wrong

Regina v Ashton

Before Lord Justice Steyn, Mr Justice Henry and Mr Justice Morland
[Judgment March 2]

If there was a material difference in the strength of the case against two conspirators who were tried together, it was wrong for the jury to be given a direction that they had to convict both or acquit both: *see R v Lumsden* (1980) 72 Cr App R 121, 124.

The choice of the appropriate direction was not a matter of the trial judge's discretion, but was dependent on his evaluation of the strength of the cases against the two conspirators.

The Court of Appeal so stated

when allowing an appeal by Anthony Ashton against his conviction on September 20, 1989 at Liverpool Crown Court, Judge Sir Sanderson Temple, QC, and a jury of conspiracy to murder, on which he was sentenced to five years imprisonment. His co-conspirator was also convicted of conspiracy to murder, and of wounding with intent.

Mr John Beaumont for the appellant; Mr Richard Isaacson for the prosecution.

LORD JUSTICE STEYN, giving the judgment of the court, said that in such cases almost invariably it would be sensible, as the trial judge did, to ask for specific submissions from counsel

about whether there was a material distinction between the two conspirators.

Only if the judge was satisfied, having considered the cases for the prosecution and the defence, that there was no material distinction was he entitled in law to give a direction that the jury should find both defendants guilty or should acquit both.

In their Lordships' judgment there were differences between the cases against the two conspirators and also in the nature of their defences. In all the circumstances the direction given to the jury should be found guilty or both acquitted was wrong.

Solicitors: CPS, Preston.

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CHANNEL 4

- 8.00 **Channel 4 Daily** (3781501)
- 8.25 **Schools** (54712211)
- 12.00 **The Parliament Programme** presented by Sarah Baxter (30663)
- 12.20 **Business Daily**. The latest news and analysis from the world's financial centres (58766)
- 1.00 **Sesame Street**. Entertaining early learning series (54821)
- 2.00 **Film: She's Working Her Way Through College** (1952)
Lethargic musical moment of a play by James Thurber and Eliot Kane. About a burlesque star (Virginia Mayo) who enrolls on a college's playwrighting course under professor Ronald Reagan. Directed by Bruce Humberstone (710501)
- 3.55 **Unbreakable**. Animation from the United States (7659872)
- 4.00 **Time to Talk**. Cartoonist Bill Tidy talks to Lesley Judd about his Liverpool childhood, his life and faith (222)
- 4.30 **Countdown**. Richard Whitley with another round of the words and numbers game (470)
- 5.00 **Mike McShane**. The guests are 38 people who claim to have known each other in a past life in Virginia during the American civil war (478363)
- 5.30 **Laurel and Hardy**. Cartoon (P) (634579)
- 6.00 **The Crystal Maze**. Six more incredible contestants are led through the four adventure time zones by Richard O'Brien (47455)
- 7.00 **Channel 4 News** with Jon Snow and Zainab Badawi. (Teletext) (765677)
- 7.50 **Conanant** (593665)
- 8.00 **Free For All**. The series made by viewers with bees in their bonnets this week examines health risks at work and the contentious subject of abortion in the Irish republic (4634)
- 8.30 **The Big One**.
The Big One channel 4 has had a patchy record with its home-grown sitcoms but we keep hoping. *The Big One* has the advantages being built around the outside Mike McShane and the tiny Sandi Toksvig, two of the stalwarts from the improvisation show, *Whose Line is it Anyway?* Here they play an odd couple of friends thrown together for the first time on a comedy flight south London flat. The comedy seems destined to centre on whether he (visiting American writer of romantic fiction) will leave in disgust before she (an unemployed copywriter) throws him out. The gues is that both will stay, otherwise there will not be much of a series. The script, by Toksvig and Jilly Brewer, gives the performers plenty of scope for throwaway humour while trying too hard to squeeze jokes out of self-inflicted squallor (R) (3968)



Answers: MPs Joan Ruddock and Michael Howard (10.50pm)

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 Block H (12327) 12.05-1.00 Matlock
 (497606)

Yagdon (541782) 12.30 Parliament Pro-
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 (5404393) 12.40 Scott McMillin (5933765)
 1.00 Countdown (18921) 1.30 Business
 Daily (59337) 2.00 Third Wave with Marie
 Nicholson (682322) 2.45 Film: We're Going
 to Be Rich! (Gracie Fields, Victor McLaglen,
 Carol Reed) 5957380 4.30 The Sun

0.00-10.30am Charity Ends at Home (FM only): Third of a six-part dramatization of one of Colin Watson's Flexborough Chronicles

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